

MINUTES  
of the  
FACULTY SENATE  
of  
CLEMSON UNIVERSITY

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May 1970-  
Apr. 1971

May, 1970 through April, 1971

CLEMSON UNIVERSITY  
MINUTES OF THE FACULTY SENATE  
1970-1971

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FACULTY SENATE ROSTER 1970-71  
(as of September 1, 1970)

ame	Academic Unit	Campus Address	Phone	Term Ends
<b>AGRICULTURAL AND BIOLOGICAL SCIENCES (9)</b>				
F. Borgman	Food Science	218 P & AS	3397	1971
W. Jutras	Agron & Soils	207 P & AS	3105	1971
T. Sims, Jr.	Horticulture	165 P & AS	3406	1971
M. Bond	Biology	241 Long	3452	1972
Math L. Hays	Biology	322 Long	3202	1972
W. Hubbard	Ag. Econ.	B-06 Long	3129	1972
D. Camper	Plt. Path. & Phys.	200 Long	3451	1973
R. Rogers	Ag. Engr.	128 Ag. Engr.	3251	1973
J. Skelton	Horticulture	169 P & AS	3406	1973
<b>ARCHITECTURE (1)</b>				
S. Hodges	Architecture	115 Lee	3081	1973
<b>EDUCATION (4)</b>				
P. Crouch	Ind. Educ.	Ind. Educ.	3447	1971
R. King	Mil. Sci.	Old Educ. Bldg.	3029	1971
W. Gray	Elem. & Sec. Ed.	114 Godfrey	3484	1972
Alex Hash	Agri. Educ.	137 P & AS	3300	1973
<b>ENGINEERING (5)</b>				
K. Johnson	ME	107 Riggs	3470	1971
K. Richardson	EM	208 Lowry	3371	1971
E. Gilliland	EE	103 Riggs	3378	1972
C. Mullins	Chem. Engr.	29 Earle	3085	1972
E. Castro	EM	314 Lowry	3371	1973
<b>FOREST &amp; RECREATION RESOURCES (1)</b>				
Poloman Lehotsky	Forestry	152 P & AS	3303	1973
<b>INDUSTRIAL MANAGEMENT &amp; TEXTILE SCIENCE (3)</b>				
C. Whitten	Economics	209-B Sirrine	3497	1971
D. Riggs	IM	312-B Sirrine	3496	1972
A. Vaughn	Textiles	308 Sirrine	3498	1973
<b>LIBERAL ARTS (7)</b>				
L. Idol, Jr.	English	104 Strode	3240	1971
D. Adams	Soc. Sci.	218 Hardin	3153	1971
Ann McNatt	Languages	504 Strode	3287	1972
J. Arbena	Soc. Sci.	117 Hardin	3153	1972
Prima H. Sawyer	English	416 Strode	3492	1972
F. Cook	Music	614 Strode	3094	1973
C. Caffrey	Soc. Sci.	B-15 Hardin	3153	1973
<b>PHYSICAL AND MATHEMATICAL SCIENCES (5)</b>				
B. Gettys	Physics	102-C Physics	3417	1971
J. Prochaska	Mathematics	0-323 Martin	3434	1971
J. Keller	Physics	102-A Physics	2475	1972
R. LaTorre	Mathematics	0-15 Martin	3434	1972
C. Fanning, Jr.	Chemistry	130 Brackett	3220	1973
<b>NURSING (1)</b>				
se A. Godbout	Nursing	713 Strode	3076	1973



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# MINUTES OF THE MEETING OF THE FACULTY SENATE

May 19, 1970

Olin Hall Auditorium

President B. J. Prochaska called the meeting to order at 4:15. The minutes of the meeting of April 24 were read and approved. Dr. Prochaska introduced Colonel Hare, Department of Military Science, replacement Senate member for the summer months for Major King. He then introduced Professor Cecil Godley, chairman of the University's self-study for 1970-71, for an explanation of the nature and purposes of the self-study. Dr. Godley outlined briefly the composition and purposes of the twelve University-wide committees which will do the major share of the study, and added that members of these and all departmental and college committees will be reported in full in the August Clemson Newsletter. He emphasized that committees are composed of staff, faculty, and students, following a decision by the administration that this would make the study more effective than the appointment of Deans and other officials to such bodies.

President Prochaska reported to the Senate that he had so far attended only one University committee meeting, that of the Educational Council. He called attention of the Senate to a report on campus unrest, now available for study, prepared by the American Council on Education. He also reported on the first meeting of the Senate Advisory Committee, at which appointments to standing committees were made and a calendar of meeting dates for the year set up.

Then, in response to the specific request of several members of the Senate, who had been instructed by colleagues to so inform themselves, President Prochaska read an objective, chronological review of the events which comprise the so-called "McMains Case," that is, the events leading up to the dismissal of Mr. H. F. McMains, Department of Social Studies, from his University teaching appointment, and an outline of the subsequent appointment, at Mr. McMains' request, of a grievance committee to investigate the facts. President Prochaska also read the Faculty Manual statement concerning the formation, duties, and procedures of such a committee and explained that this outline had been followed exactly.

At the request of several members of the Senate, President Prochaska read aloud the findings of the grievance committee in the case and the letter to the Senate from Dean Victor Hurst, which, in accordance with the procedure outlined in the Faculty Manual, detailed the administration's response to the committee's findings and the administration's decision concerning disposition of the case. President Prochaska then reported that Mr. McMains had accepted the University's offer in settlement, and that the matter was considered closed.



When requested by the Senate to do so, Professor Hugh Adams, Senate member and also a member of the Clemson chapter of the American Association of University Professors, reported that so far as the local AAUP chapter was concerned, the case was also closed.

There remained, however, the concern and confusion of Senate members about the provision in the Faculty Manual governing public utterances by faculty members. A Senate resolution calling for the administration to clarify both this provision and its interpretations in practice had been referred by the administration to "the groups rewriting the Faculty Manual next year." Senate members, however, reported that the University's self-study committees had been told that they would not rewrite established University policies, and the Senate has not been instructed or authorized to make such a revision. President Prochaska agreed to request clarification of the status of the Senate's resolution and of the matter of the Manual revision.

Dr. J. C. Mullins, Chairman of the Welfare Committee, reported that the following matters would be the Committee's immediate concern:

1. the composition of the Clemson Newsletter;
2. faculty facilities in the proposed Student Union;
3. athletic facilities available for faculty use (to be undertaken by Dr. Joel Brawley on the Senate's behalf);
4. the matter of reimbursement for travel;
5. the University's vacation and leave policies;
6. at the request of the Senate, the matter of 12 months' payment for 9-month employees, now handled through a bank rather than directly by the University;
7. at the request of the Senate, the possibility of having the University deposit faculty salary checks directly with local banks;
8. at the request of the Senate, the disparity between the status of an employee retiring at 65 and one retiring earlier, the former of whom may convert accumulated leave time into pay, while the latter may not.

Dr. John Idol, Chairman of the Admissions and Scholarship Committee, reported no action as yet.

Dr. J. C. Fanning, Jr., Chairman of the Research Committee, reported the formation of two sub-committees, headed by himself and Professor J. W. Hubbard. The Committee also decided to invite branch station members to attend meetings whenever their advice was needed; but not invite a man to permanent membership on the committee, a possibility which had been suggested by the Senate Advisory Committee. The Research Committee intends to investigate the possibility of a central research facility on campus, the problem of annual leave for 12-month personnel, and the problem of page charges for the publication of research articles, for which some budgetary provision might be allowed.



Professor Hugh Adams, Chairman of the Policy Committee, reported the formulation of a resolution concerning Faculty Manual revision, but recommended its being tabled pending clarification of the rewriting of the Manual.

A motion by Professor J. L. Arbena concerning official University endorsement and promotion of specific academic programs not required for graduation was referred to the Admissions and Scholarship Committee for consideration.

A second motion by Professor Arbena concerning the possibility of an official statement of Clemson's purposes as seen by the faculty, requested by the self-study committee on aims and purposes, was referred by the Senate to the Policy Committee.

Dr. R. F. Borgman requested consideration of a method by which outside speakers invited to the campus might be better scheduled to avoid conflicts and attract a larger audience. This was referred to the Admissions and Scholarship Committee.

Dr. J. C. Mullins requested that the Admissions and Scholarship Committee also consider the present academic requirements for athletic grants-in-aid. He pointed out that the ACC requirement (an entrance score of 800) would disqualify some 200 Clemson students according to current enrollment figures. On the other hand, if the NCAA standard of a predicted GPR of 1.6 were adopted, experience suggests that we could expect the students to have a final average GPR of 1.1. The matter was put in the hands of the Committee.

The meeting was adjourned at 5:40 p.m.

Absent: Ruth L. Hays; M. K. Richardson.

Respectfully submitted,

*Corinne Sawyer*  
Corinne H. Sawyer  
Secretary



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MINUTES OF THE MEETING OF THE FACULTY SENATE

June 16, 1970

Olin Hall Auditorium

President B. J. Prochaska called the meeting to order at 4:15 p.m. The minutes of the meeting of May 19 were read and approved with the deletion of the phrase "the problem of annual leave for 12 month personnel" from the report of matters to be considered by the Research Committee. President Prochaska called attention to two announcements: the appointment of Dr. Joe Allen, Dr. Norman Olsen, and Dr. Chris Alley to the University Speakers' Bureau; and the clarification of the revision of the Faculty Manual, which Dean Hurst indicates is to be the duty of the Faculty Senate, and which is to be undertaken soon. President Prochaska also reported that he had just returned from a meeting of the Board of Trustees.

Professor J. A. Hash gave the report of the Welfare Committee: the question of annual leave has been held for further study; the committee had no suggestions to make concerning faculty facilities for the new Student Union Building and solicited suggestions from the Senate; the question of improving the Clemson Newsletter had been discussed and Administration representatives consulted, with the result that the committee recommended no Senate action, other than to request that departments be more selective in submission of items for publication.

Dr. John Idol reported for the Admissions and Scholarship Committee. The matter of the Administration's sponsorship of certain optional academic programs is still under discussion. Professor Idol moved the adoption of a resolution recommending that the University Speakers' Bureau be notified of and publicize the appearance on campus of speakers whose subjects might be of interest to the community at large, though their appearance were sponsored by and designed for a specific department. The motion was defeated with the suggestion that the Speakers' Bureau be consulted about what they could and would be willing to do in this regard before their cooperation be asked, and that the University News Bureau facilities be utilized by those bringing speakers to campus.

Professor Idol detailed the current Atlantic Coast Conference controversy concerning elimination of the requirement of an 800 SAT entrance score for participation in athletics and receipt of athletic grants-in-aid. Dean Kenneth N. Vickery is currently sampling the performance of past Clemson students with lower entrance scores in order to facilitate Clemson's part in the upcoming deliberations of a committee of college presidents of ACC member schools. Professor Idol added that, whereas Dr. J. C. Mullin had indicated that over 200 Clemson students were presently affected by the restrictions, the number is somewhat less; fewer than 50 freshmen each year, otherwise qualified for and admitted to the University, are barred from athletics by low SAT scores, and a number of these drop out of Clemson before their third or fourth year. The need for a faculty recommendation on this matter is not urgent, since President Caldwell of North Carolina State University, chairman of the ACC investigating committee, is absent on three months' leave. The committee therefore will study the matter in further detail, including reports and statistics compiled by the administration.



Professor J. W. Hubbard presented the report of the Research Committee. For the committee he moved adoption of a resolution calling for investigation of the needs for and possibilities of establishing a campus-wide research center, which passed unanimously:

*The Faculty Senate recommends that information and data be assembled to determine the needs of various research interests. It is further recommended that future building and development plans incorporate items, services, equipment, and facilities which are essential to research progress.*

Two further items are to be considered by this committee: faculty priorities in the computer center; and an examination of the patent policy outlined in the Faculty Manual.

Dr. Hugh Adams gave the report of the Policies Committee, including reading a draft of a faculty statement on University purpose. It was recommended unanimously that this statement be sent to all other Faculty Senate committees for careful examination, their reports to be presented to the Senate by the September meeting.

The first item of new business concerned a resolution presented by a group of faculty members, represented by D. R. LaTorre, M. W. Jutras, F. J. Keller, and G. D. Riggs. Dr. LaTorre briefed for the Senate the current University administrative organization, as outlined in the Faculty Manual, and the new organization which will go into effect on July 1, 1970, following the creation of three new administrative posts: Dean of Graduate Studies and Research; Dean of Undergraduate Studies; and Dean of Extension. It was pointed out to the Senate that:

- 1) this change of structure represents a unilateral decision of the Administration, approved by the Board of Trustees, the faculty having been neither consulted nor advised of the proposed reorganization;
- 2) the reorganization removes the faculty one step further from the decision making apparatus of the University;
- 3) this reorganization, coming just before a self-study is undertaken, appears to cast doubt on the Administration's faith in the study, part of which is devoted to an analysis and evaluation of the University organization;
- 4) the faculty is deeply disturbed by the news that, as of July 1, certain policy making bodies, whose duties and responsibilities are clearly outlined in the Faculty Manual (such committees as the Curriculum Committee and the Graduate Council), are to be reduced to the status of advisory groups, again without the advice or consent of the faculty. Such action will severely reduce the influence of the faculty on policy and curriculum matters and would permit the new deans to effect changes in these areas without faculty study and consent.

Dr. LaTorre moved the adoption of the following resolutions



It is recommended by the Faculty Senate that the present status of the Curriculum Committee, Graduate Council, and other such committees be retained until a thorough study can be made of these committees by the Faculty Senate. The study will be made to determine the purposes, roles, functions, and general structure of the committees and to make recommendations concerning their future. The Faculty Senate requests the participation of the Administration in this study.

This motion passed unanimously.

Professor Robert F. Borgman presented a recommendation for committee study of the possibility of formal organization of the Graduate Faculty and reorganization of the Graduate Council, which was passed unanimously.

Professor J. A. Hash moved adoption of the Welfare Committee's resolution on a revision of the University's retirement policy, which the committee describes as discriminatory:

*The Faculty Senate recommends that the University Retirement Policy of October 18, 1965, be amended to include the same rights and privileges for those employees who may elect to retire before reaching mandatory retirement age as for those who retire at mandatory age.*

This resolution was passed unanimously.

Professor J. W. Hubbard moved adoption of a proposal by the Research Committee concerning the growing practice of professional journals to charge a fee for publishing papers:

*The Faculty Senate recommends that due notice be taken of publication charges and their growing importance in research budgets, and that appropriate budgetary plans be made for them by the University administration.*

This resolution was passed unanimously.

Professor E. B. Rogers called attention of the Senate to the value of Alumni Professorships and suggested that some formal expression of the faculty's appreciation of these grants be made to the Clemson alumni. It was agreed that such a statement be formulated by the appropriate committee.

The meeting was adjourned at 5:53 p.m.

Absentees represented by official summer replacements:

Member	Replacement
McNatt	McGregor
Gilliland	Kersey
King	Hare
Fanning	Bacon

Also absent were: Vernon Hodges; M. K. Richardson; J. C. Mullin.

Respectfully submitted,

  
Corinne H. Sawyer, Secretary



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MINUTES OF THE MEETING OF THE FACULTY SENATE

July 21, 1970

Olin Hall Auditorium

President B. J. Prochaska called the meeting to order at 4:21 p.m. After two alternates were introduced (Reel for Arbena and Thompson for Godbout) the minutes of the meeting of June 16 were approved as circulated.

President Prochaska reported the formation of three ad hoc committees: Committee A to study revision of the Faculty Manual will be chaired by M. W. Jutras; Committee B to study the Borgman proposal on the Graduate Faculty and the composition of University standing committees will be chaired by R. F. Borgman, and a further non-senate member, S. M. Lukaweki, has been added to the group; the third group, the Committee to study faculty needs in the new student union, will be chaired by V. S. Hodges.

President Prochaska also reported on several suggestions for the speeding of Senate business that were approved by the Senate Advisory Committee: the president will pass directly to committee certain proposed resolutions that need investigation before discussion; prior to the meetings, as many proposed resolutions as possible will be circulated in mimeographed form for study in advance of the meeting time; and the minutes will be similarly circulated, rather than read aloud at each meeting, and only changes or corrections will be discussed.

President Prochaska reported on the status of the resolutions passed at the June Senate meeting as follows:

- the Administration requests further specific information about the proposed central research facility;

- the Administration does not plan to change the status of such committees as the Curriculum Committee and the Graduate Council during the coming academic year, although there will be membership changes, including the addition of student members;

- the Administration is checking the retirement policies brought into question by the Senate's resolution;

- the Administration pledges its continued support for research, as well as for other University activities, with special note of the rising cost of research publication.

President Prochaska announced that, following the resignation of Dean C. V. Aucoin to return to full time teaching, department heads of the College of Physical and Mathematical Sciences have been asked to nominate faculty members to a committee to work with the Administration to find a qualified replacement as dean; the faculty should know of the Administration's desire to consult the faculty in this important matter. President Prochaska added that since, as of July 1, there is a new college, the College of Forests and Recreational Resources, in the University, there will be an additional Senate member in the fall to represent that college, and there will be a mandatory reapportionment of the Senate to accommodate the new college in February, 1971, as provided in the constitution.



President Prochaska read a letter from Professor J. V. Brawley, who represents the Senate on the Athletic Facilities Committee, outlining the tentative plans for renovation of Fike Field House and soliciting suggestions from the faculty for additions or changes in those plans.

President Prochaska concluded his announcements with a call for volunteers to help with the August orientation program for new faculty and staff.

Professor J. C. Mullins reported that the Welfare Committee had not met, but presented their tentative agenda: examination of annual leave policies, inequities in promotion policies, complaints about housing allocations, travel payment policies, and in response to Professor Brawley's letter, suggestions about the renovation of the field house.

Professor J. L. Idol reported for the Admissions and Scholarship Committee. He circulated a copy of a procedure sheet which the committee hopes to send to all deans and department heads which might help their making more efficient use of the University News Bureau to publicize speakers and seminars. He added that two matters are still under the study of his committee: athletic grants-in-aid requirements, and the Administration's endorsement of specific optional academic programs.

Professor J. C. Fanning, Jr. reported that the Research Committee was concerned with formulating a questionnaire which would answer many of the Administration's questions about the need and use for a central research facility on campus, and that on the committee's agenda was examination of complaints and suggestions about the computer center.

Professor H. D. Adams reported that the Policy Committee had not met since the Senate meeting in June, and reminded Senate members that the faculty statement of University purpose would be on the Senate agenda at the September meeting, by which time Senators should have had a chance to study it and formulate specific suggestions for change.

Professor J. C. Mullins presented the first item of new business, a motion to endorse and to request circulation to all faculty, students, and staff of the University Board of Trustees' statement of policy concerning conduct (dated May 28, 1965). After a second to the motion, three amendments were proposed, seconded, discussed, and voted in turn, only one amendment (to delete words suggesting urgency in time) passing. The final resolution, as amended, which passed by a vote of 15 to 10, reads as follows:

*The Faculty Senate endorses and supports the "Policy Concerning Conduct of Students and Employees of Clemson University" as approved by the Board of Trustees of Clemson University, May 28, 1965. It is further resolved that the above stated policy should be disseminated to all students, faculty, and employees.*



Some of those who dissented from the approval of the resolution wished the minutes to reflect that a number of negative votes were not opposed to the spirit of the Board of Trustees' policy statement, but rather reflected a serious difference about the wording of the statement. Several of those voting against the resolution to endorse the statement wished it known that, were the wording of the policy changed, they would endorse it whole heartedly.

Professor Mullins moved a second proposed resolution requesting the Senate to remind all faculty and staff that it is their responsibility to "see that students abide by existing regulations concerning proper dress on campus. Further, dress regulations should be amplified to clearly indicate that clothing shall be kept in a reasonably hygienic state." This motion was defeated.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,



Corinne H. Sawyer, Secretary

Absentees: M. W. Jutras; E. T. Sims; R. L. Hays; J. W. Hubbard;  
J. K. Johnson; W. E. Castro; G. D. Riggs;  
E. A. Vaughn; B. C. Caffrey.



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# MINUTES OF THE MEETING OF THE FACULTY SENATE

August 18, 1970

Olin Hall Auditorium

President B. J. Prochaska called the meeting to order at 4:15 p.m. The minutes of the previous meeting were approved as circulated. President Prochaska made the following announcements:

1. Professors J. C. Mullins and J. C. Fanning were thanked for their help in the program of orientation for the new faculty.
2. Since the Senate's Ad Hoc Committee B was designed to include members of the Administration, Deans Claud B. Green and Arnold E. Schwartz will serve as working members of that committee.
3. Two appointments to the University Traffic and Parking Committee were announced: Rose Godbout, to serve until June 30, 1973, and Henry W. Graßen to continue on the committee until June 30, 1972. President Prochaska added that appointments will shortly be made to four additional University committees: Admissions, Patents, Safety and Fire, and Disciplinary.
4. In endorsing the Board of Trustees' "Policy Concerning Conduct of Students and Employees of Clemson University" at the July meeting. Senate members had expressed some concern over the wording of certain parts of the policy statement. President Prochaska pointed out that, to his knowledge, part of the purpose of the Disciplinary Committee was to aid in implementing that Board of Trustees' policy, which was one of the matters that had concerned the Senate.
5. President Prochaska reported that the Senate will shortly receive a statement from the Administration concerning last year's resolution requesting the elimination of re-examinations for seniors.

Reports of the standing committees of the Senate began with the report by Professor J. C. Mullins on activities of the Welfare Committee. Still under study are the matters of annual leave, and inequities in promotion and teaching loads, while the matter of travel pay has been tabled for the time being. The Committee has prepared a statement on faculty housing, taken from material furnished by the Housing Office, to present to Ad Hoc Committee A (on revision of the faculty manual), and recommends that such a statement be included in the revised manual. Finally, a letter is in preparation to Dean Hurst outlining the Committee's findings on an investigation of certain retirement policy problems.

Professor John Idol reported for the Committee on Admissions and Scholarship that the letters advising department heads and deans of publicity channels for seminar speakers had been distributed. No further committee action ~~action~~ was undertaken in the previous month.

Professor J. C. Fanning reported for the Research Committee on the development of the questionnaire which will be circulated investigating present research equipment and facilities and the possible



for a central research facility. The Committee had also discussed the statement of the University purpose and patent policies without reaching conclusions.

Professor H. D. Adams reported that the Policy Committee had not met since the last Senate meeting of July. He read a letter to him from the national headquarters of the American Association of University Professors which expressed approval of the Senate's request for clarification of the Administration's position on public statements by Clemson employees. The letter pointed out a fundamental problem in the University's request that employees avoid identification with Clemson, adding that such identification is traditional across the country as a privilege of University personnel and urges the faculty at Clemson to continue in their efforts for a clear statement of the policy which will be enforced. AAUP further promised that they would take an active interest in any case in which this policy resulted in dismissal of a staff member, should that case not be resolved at the local level. The Administration, which received a copy of the AAUP's letter, has advised the faculty through the President of the Senate that should any revision or amendment be made to this policy, it would be appropriate that this be done through the efforts of the Faculty Senate.

Professor M. W. Jutras, Chairman of Ad Hoc Committee A, reported that the group would meet on Thursday, August 20, with Dean Hurst for a preliminary discussion of its responsibilities and duties.

Professor R. F. Borgman reported that Ad Hoc Committee B is undertaking a survey of other colleges and universities regarding the status, procedures, responsibilities, and limitations of graduate faculties and councils elsewhere.

Professor Vernon Hodges reported that the Ad Hoc Committee for the Student Union had considered at length the report and summary presented by the University wide committee on the Union and had talked with Dean Walter Cox and Professor J. L. Young, who had worked on the project for an eight year period. He read out portions of the report including a detailed list of facilities proposed for the main Union Building, pointing out that certain of the major facilities would have to be deleted for lack of funds: the post office, the book store, food services, and possibly the theatre.

Professor Hodges presented his Committee's conclusion that the remaining main building comprised primarily meeting rooms for special interest groups and student government, and either had lost or never had those services and facilities which would attract either the faculty or the student body at large in sufficient numbers, so that the remaining plan could best be characterized as of questionable value as an all-campus center where students and faculty could mingle socially. Discussion from the floor expressed great Senate concern with the lack of provision for faculty recreation or social activity, but even greater concern that the presently planned Union would prove to be of little value to the student body.



At this point, Professor J. C. Mullins, Chairman of the Welfare Committee, reported on the study made by that committee with respect to the student athletic facilities which are currently a portion of the Union plans. These plans call for the expenditure of approximately \$3-million for the remodelling and enlargement of Fike Field House, which presently houses the Athletic Department, for student use, and in addition for the building of a new structure to house the displaced Athletic Department. His committee had prepared a resolution recommending re-examination of these plans, and had passed it to the Administration, before presentation to the Senate, to check the accuracy of the facts in the arguments.

Professor Mullins was pleased to report that, having learned of the Senate's concern with the problems involved in the field house renovation, the Administration suggested that the project be held in abeyance until the details could be studied further and comparative advantages of various alternatives be weighed in greater detail. Professor Mullins reported that his committee was grateful for the Administration's understanding and spirit of cooperation, and added that no resolution was therefore needed on the Fike Field House renovation at this time.

In the discussion which followed, the opinion was expressed that Clemson students genuinely need a full physical activities program, and some interest in the establishment of an academic unit for physical education was expressed. It was pointed out that Clemson once had the activities of a military oriented school, but since it became a full university, the needs of the students for physical training and activities had not been met. Serious consideration should be given to a new University unit for physical education, as well as the present concern with extra-curricular activities.

General interest in faculty facilities and/or a faculty club at the University was expressed, and Professor Hodges' Ad Hoc Committee was instructed to solicit opinions from the Senate and the faculty at large to prepare specific suggestions that might be presented to the Administration for faculty use of the new Union.

In the light of this discussion, and considering that the Senate felt that the faculty should both support and share responsibility with the administration for re-examination of plans which had moved so far toward their final stages, it was decided to move for a re-examination of the Union project; after considerable discussion, the motion was presented by Professor G. D. Riggs, seconded by Professor D. R. LaTorre in the following form:

*The Faculty Senate requests the Administration to reconsider the allocation of the entire \$6-million provided for construction of a University Union Building.*

The motion passed by a vote of 17 to 7, with 2 abstentions.



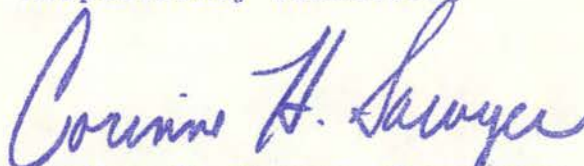
Professor R. F. Borgman presented a resolution prepared by Ad Hoc Committee B, seconded by Professor N.D. Camper, which was prepared in the belief that the Faculty should be kept fully informed on items of importance concerning graduate study:

*The Faculty Senate resolves that the minutes of the Graduate Council should be published in the Newsletter.*

The motion was passed 24 to 0, with 2 abstentions.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted,

  
Corinne H. Sawyer, Secretary

<sup>B:</sup>  
Absentees: J. P. Crouch; T. R. King; G. W. Gray; J. K. Johnson;  
M. K. Richardson; W. E. Castro; B. C. Gaffrey;  
W. C. Whitten.



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MINUTES OF THE MEETING OF THE FACULTY SENATE

September 8, 1970

Olin Hall Library

President B. J. Prochaska called the meeting to order at 4:15 p.m. The minutes of the previous meeting were corrected to read "deans" instead of "dean" (p. 1, par. 8, line 2) and to omit the second word "action" (p. 1, par. 8, line 4), both typographical errors; then the minutes were approved as corrected.

President Prochaska called the Senate's attention to the circulated list of appointments to University Committees: E. A. Vaughn to Admissions; E. B. Rogers to Patent; M. K. Richardson to Safety and Fire Prevention; and Jo Ann McNatt to Disciplinary. Four alternate members of the Disciplinary Committee were also named: N. D. Camper, M. K. Jutras, F. J. Keller, and Corinne Sawyer. President Prochaska has been notified that the Faculty Senate needs to recommend one faculty member to President Edwards for appointment to the Disciplinary Committee and needs to appoint two alternates. It was mutually agreed that the Advisory Committee would handle this matter.

Concerning the Senate's resolution calling for the abolishment of the re-examination for graduating seniors, President Prochaska announced that the Administration would appreciate a specific poll of faculty-wide opinion on this matter, since the measure was instituted at the request of the faculty in 1958 to remedy the then existing problem of lengthy debates in faculty meetings about prospective graduates who lacked several grade points for the required G.P.R. The Admissions and Scholarship Committee was instructed to undertake the poll.

President Prochaska announced the election of a new Senate member, Professor Koloman Lehotsky, representing the newly formed College of Forestry and Recreational Resources. He then acknowledged receipt of a letter from Joe Sherman, Director of Alumni Relations, containing a resolution passed by the Clemson Alumni Association, the contents of which were read by the Senate Secretary. It noted the important role of the university in the world and the growing problems brought about by violence on campuses across the country; noting that both faculty and student body must be kept free both from coercion from any source and from conflict and violence, the resolution went on:

RESOLVED, that the Clemson University Alumni Association affirms its support of the present policies and actions of the Clemson University Board of Trustees, President Robert C. Edwards, the Clemson University Administration and Faculty and be it further

RESOLVED, that the Clemson University Alumni Association extends a special vote of confidence to the Board of Trustees, President Edwards, the Administration, and Faculty in acknowledgement of our trust in their ability to meet the enormous challenges of the future calmly, fairly, and forthrightly....



The resolution further commended the Clemson student body for its continued maintaining of high standards in these troubled times, and the Alumni Association pledged its continued dedication to the increasing excellence of the University.

President Prochaska then called attention to a continuing problem, that of late resignation by faculty and staff. He pointed out that there is an unwritten agreement among members of the academic community that recruitment for new staff shall not be conducted among other colleges' staffs during the last 90 days before the beginning of the new academic year. Yet staff members have been proselytized from Clemson as late as one month from the beginning of Clemson's fall semester, violating the understanding and creating problems for both the Administration and the remaining faculty. Comments from the floor pointed out that one's salary is part of one's working conditions and it was stated that, because of peculiarities in this state's legislative process, a faculty member does not know what his exact salary at Clemson will be until after the 90-day period in question. Following additional discussion, it was suggested that early notification of intention to re-employ and of at least the suggested salary for the coming year might be made a uniform procedure throughout the University, in order to help faculty members decide on their own courses of action for the coming year well in advance of the 90-day deadline.

Reporting on the resolutions passed at the last meeting of the Faculty Senate, President Prochaska stated that the Administration is reconsidering allocation of the funds for the University Union, but that no decisions have been announced, nor has any specific change yet been suggested. In response to the Senate's resolution concerning publication of Graduate Council minutes, a letter from Dean Schwartz to Dean Hurst, forwarded to the Senate, states that the Graduate Council at a recent meeting agreed to publish the actions of that body in the Newsletter.

There was no report from the Welfare Committee.

Professor John Idol, reporting for the Admissions and Scholarship Committee, read a proposed resolution that faculty members receive computer print-outs of grades given, to insure that these matched the grades they intended each student to have. The proposal was held in committee because of implementation problems. The committee also is taking no action at this time in the matter of Administrative endorsement of specific academic programs, but will reconsider if circumstances warrant in the future. Professor Idol also moved on behalf of the committee the final form of the much-discussed resolution, seconded by Professor D. R. LaTorre:

*The Faculty Senate supports the President of Clemson University in his decision that the Atlantic Coast Conference should eliminate the requirement that a prospective student-athlete must score a minimum of 800 on the SAT as a prerequisite for eligibility to receive a grant-in-aid and/or participate in intercollegiate athletics.*



The motion passed 21 to 4. Some concern was expressed that athletes not be given special privileges in the other direction, however, and that they should not be admitted with lower scores than those considered acceptable for a freshman who is not an athlete.

There was no report from the Research Committee.

Professor Hugh Adams reported for the Policy Committee the decision to table the question of revising University policies to meet accepted national standards. He announced that the proposed statement of University purpose would be revised to accommodate various suggestions and comments from other Senate committees and individual members. Then on behalf of the Committee, Professor Adams presented a resolution designed to recognize the importance of the Alumni Professorships which are provided as part of the Clemson Alumni Loyalty Fund, seconded by W. C. Whitten:

*The President of the Faculty Senate is empowered and directed to express the appreciation of the Senate to the Clemson Alumni Association for the Alumni Professorships, a stimulus to improve teaching at Clemson University.*

The motion passed unanimously.

Professor M. W. Jutras reported that Ad Hoc Committee A (revision of the manual for faculty members) had met with Dean Hurst and would meet again on September 17.

Professor R. F. Borgman, for Ad Hoc Committee B (graduate faculty and standing committees of the University) presented Senate members with a mimeographed digest of the major points of discussion in a meeting of his committee. He called special attention to the item stating that the Graduate Council advises on but does not direct Graduate School policy, and to the change, now in progress, of membership on the Council, reducing faculty representation to one per college and adding two student members.

Professor Vernon Hodges being absent to attend a meeting of the University Union Building Committee, Professor B. J. Skelton reported for his Ad Hoc Committee that a letter requesting suggestions for facilities from the faculty had been drafted and would be circulated. It was pointed out from the floor that many faculty members had been reluctant to ask for faculty facilities in a "Student" Union, but since funds were allocated specifically for a "University" Union, requests for faculty accommodations were quite in order.

As the first item of new business, Professor Hugh Adams moved that, since the giving of honorary degrees had become pro forma and might tend to cheapen a Clemson honorary degree, such presentations be limited to very special occasions and to extraordinary circumstances. An amendment to change the resolution to read that the giving of such degrees be terminated, presented by



Professor J. C. Mullins, seconded by Professor E. B. Rogers, was defeated 18 to 3. The final motion as presented, seconded by Professor E. B. Rogers, was:


*The awarding of honorary degrees should be limited to occasions of special significance to the University when the awarding would clearly express the ideals of the University or recognize exceptional attainment.*

This motion passed by a vote of 25 to 1.

Professor Lehotsky pointed out that it was extremely difficult for some Senate members, who had late labs, to attend Senate meetings. Professor J. C. Mullins moved that meeting times be advanced to 4:45, seconded by Professor J.A. Hash. The motion was defeated 19 to 8. It was moved and seconded, however, that Senate President Prochaska be requested to write to deans and department heads requesting that consideration be given to Faculty Senators with respect to the scheduling of their classes, so as not to conflict with the published Tuesday afternoon meeting times of the Senate. This motion passed unanimously.

The meeting was adjourned at 5:55.

Respectfully submitted,

  
Corinne Sawyer, Secretary

Absent: J. W. Hubbard; V. S. Hodges; M. K. Richardson;  
Rose Godbout.



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MINUTES OF THE MEETING OF THE FACULTY SENATE

October 13, 1970

Olin Hall Auditorium

The meeting was called to order at 4:15. The minutes of the previous meeting were accepted as circulated with the correction of Professor Jutras' initials from M. K. to M. W.

President Prochaska reported that he had attended two meetings since September: that of the Education Council and that of the Vending Machine Committee. He called attention to his report to the Senate, circulated in the previous week, and asked that its items be entered in the record:

- 1) The Senate's Advisory Committee has recommended to President Edwards the appointment of M. K. Richardson to the University Disciplinary Committee with W. E. Castro and Rose Godbout appointed as alternates.
- 2) Professor J. L. Idol, Professor M. W. Jutras, and President Prochaska will represent the faculty on the Tri-Level Council (Administration-Faculty-Student), which will begin its functions in the near future.
- 3) The Advisory Committee of the Senate passed to the Welfare Committee for study and to make recommendations the Student Senate's Bill #B-71-01 requesting elimination of the part of the student regulations concerning attire. The bill had been forwarded by the Administration, which felt this matter was of direct concern to the faculty.
- 4) The Administration has also passed to the Senate the Student Senate's Bill #B-71-02 concerning the establishment of a "University Senate," made up of both student and faculty members. The Advisory Committee of the Faculty Senate concluded that the Tri-Level Council, which already exists on campus, is the appropriate body for the study of this bill. The Senate is willing to participate in such a study through its representatives on the Tri-Level Council.

President Prochaska was asked by the Senate members to check on the status of last year's Senate resolution concerning the so-called "removable F." Referring to the report to the faculty made by former president Pearce in May, 1970, President Prochaska reported that effective May 18, 1970, as approved by the Education Council, no grade of F gained by a Freshman in his first semester of registration would count toward his G.P.R. Since, as Senate members pointed out, this was not at all what the Senate's resolution had meant to achieve and since this appeared to represent a loosening of standards beyond that which the Senate could approve, it was moved by Professor H. D. Adams, Seconded by Professor J. L. Arbena, that the Senate's Admissions and Scholarship Committee take charge of investigating this matter and making recommendations. The motion passed unanimously.



President Prochaska was also asked to follow up the matter of free tuition for faculty children. The Pearce report indicated that the Administration, which had brought the matter to the legislature not long ago, felt this to be a politically unwise time to press the matter, but had no objections to the faculty's suggested attempts to enlist the aid of other state colleges. The Admissions and Scholarship Committee was instructed to make such contact.

In the matter of the Senate's resolution concerning re-examination of the allotment of funds for a University Union complex, President Prochaska reported no official reply as yet by the Administration to the request of August 18, 1970.

Professor J. C. Mullins reported on the meeting during the afternoon (of the same day, October 13) with student representatives concerning campus dress regulations. He moved on behalf of his committee, seconded by Professor H. D. Adams:

*The Senate recommends that Section 1, Article 2, Paragraph 1 of the 1970-71 Student Regulations not be deleted and that the student bill requesting deletion (B-71-01) be returned to the Student Senate for consideration of a possible revision of the above mentioned "dress code."*

The motion passed by a vote of 20 to 10.

A motion by Professor M. W. Jutras, seconded by Professor N. D. Camper, to recommend to the Student Senate rewording to embody the idea that dress codes should be based on matters of student health and safety and/or on the potential for disruption of a class was defeated, 11 to 19, on the grounds that the Faculty Senate should not dictate to the students the wording of their revision.

Professor J. L. Idol reported for the Admissions and Scholarship Committee the circulation to the faculty of survey forms requesting opinion on the elimination of reexaminations for graduating seniors. The Senate instructed the Committee to consider also the elimination of reexamination for seniors in those classes in which they received a failing grade (the present proposal refers only to the portion about improving over-all G.P.R. by retaking an exam in any course). It was pointed out from the floor that the present system puts the burden of a student's failure to graduate on the shoulders of a single faculty member who is clearly not to blame for the fact that the student's previous record is poor enough to make him a borderline case.

Professor H. D. Adams brought to the floor the Statement of University Purpose prepared as a working paper for the Self-Study Committee by the Policies Committee and moved its adoption, seconded by Professor W. E. Castro. A motion to amend Paragraph 2 introduced by Professor J. C. Fanning, seconded by Professor F. J. Keller, passed unanimously. A motion to amend Paragraph 5 by deleting reference to the university's role as an instrument of change, introduced by Professor K. Lehotsky and seconded by Professor E. B. Rogers, was defeated 16 to 8. A motion to amend Paragraph 5 with a compromise wording, proposed by Professor J. L. Arbena, seconded by Professor W. E. Gettys, passed unanimously. Professor D. R. LaTorre moved deletion of the entire second page of the purpose statement, seconded by Professor J. L. Idol, and the motion passed by voice vote. Professor J. C. Mullins moved the entire statement be returned to committee. The motion, seconded by Professor V. S. Hodges, was



defeated by voice vote. Professor D. R. LaTorre moved deletion of the entire first paragraph of the statement, a historical view of Clemson's purpose. Seconded by Professor E. B. Rogers, the motion was defeated by voice vote. The original motion was called at this time, including the first and third amendments; it read as follows:

*The Faculty Senate adopts the following statement of university purpose:*

*The original purposes of Clemson Agricultural College were indicated in the will of Thomas G. Clemson, the acceptance of its terms by Act of the General Assembly of South Carolina, and the Morrill Land-Grant Act passed by the United States Congress in 1862. The Clemson will was changed as a result of a court decision and legislative action incident to a change of name to Clemson University in 1964. While the original purposes of Thomas G. Clemson remain valid, the present purposes of Clemson University transcend his emphasis on "agricultural and mechanical industries."*

*Clemson University is an educational institution designed to facilitate learning. The University aims to prepare those who enroll in its courses to cope with the world they will actually encounter. The University offers to these individuals, through education, a broader meaning to their lives and a way to enjoy life to a fuller extent. This involves transmitting the techniques required of problem-solvers and leaders, and at the same time, inculcating ideas of truth, humanity, and justice. These values must be manifest within the University itself. The educational process must be carried on in an atmosphere of rationality, civility, shared concern, and mutual respect among members of the academic community.*

*Clemson University is a research institution which expands knowledge in response to the needs of the faculty, the student, the community, and the nation. Research programs are directed toward both practical application and theoretical knowledge.*

*Clemson University is a public-service institution which makes its expertise immediately available to the community. Through research, extension programs, special institutes, and other devices, the University seeks solutions to and disseminates information about problems in the community.*

*Clemson University is an institution, established and supported by the community, which conserves, enhances, and gives continuity to the complex knowledge of modern life. This conservative function is balanced by, and at times is in conflict with, the function of the University as an instrument of change, as an innovator expanding knowledge, as a stimulator of creative thought, and as a home for speculative and critical thought.*



22 22

*Clemson University in its institutional roles recognizes that free inquiry is essential to intellectual progress, that open competition among a variety of skills and viewpoints is the surest safeguard of truth. The University does not take an official position on disputed questions of scholarship, on political questions, or on matters of public policy. No individual or group can presume to speak for the institution on such matters or can speak for the University on matters other than those directly concerning the institutional roles of the University.*

This motion passed by a vote of 26 to 2.

Professor J. C. Fanning reported for the Research Committee that their questionnaires concerning campus research facilities are being returned and he will prepare a report for the Senate. He added that a problem that had come up involving a teacher's having Central Services reproduce copyrighted material for distribution free of charge to students was still under study; at the present time, such reproduction will be undertaken provided the faculty member signs a legal release.

Professor M. W. Jutras for Ad Hoc Committee A reported continued work on revision of the Manual for Faculty. Professor D. R. LaTorre reported for Ad Hoc Committee B that there was no action taken since the last Senate meeting.

Professor V. S. Hodges reported for the Committee on the University Union that response to the questionnaire about faculty facilities in the building had been, in his opinion, disappointing. (Of the 608 individuals requested to express written opinions concerning the facilities, only 107 had done so.) The greatest interest was shown in a cafeteria and/or faculty lunch rooms, but these would probably not be included in the Union complex because of the convenient location on campus of the two main cafeterias. Professor Hodges said that because of the small interest in faculty facilities, the Ad Hoc Committee was no longer needed. He moved its dissolution, seconded by Professor G. D. Riggs. The motion was passed 25 to 1.

There was concern expressed from the floor that the Administration had not as yet indicated their response to the August Senate resolution asking for reconsideration of the apportionment of money within the Union project. President Prochaska was instructed to request a specific answer. It was also moved by Professor H. A. Vaughn, seconded by Professor G. D. Riggs, that Mr. Stan Nicholas be invited to address the Senate on the Union plans, with specific emphasis on the allocation of funds in the project, at the next Senate meeting. The motion passed 14 to 10.

Under the heading of new business, Professor J. L. Idol brought to the Senate the concern of the Admissions and Scholarship Committee for further modification of the University's graduation exercises.



Professor B. J. Skelton moved that the committee be instructed to study the matter and make recommendations. Seconded by Professor D. R. LaTorre, the motion passed unanimously. Professor Idol then moved, seconded by Professor LaTorre, the creation of Senate Ad Hoc Committee C for the special purpose of studying and making recommendations about graduation. This motion passed unanimously.

On behalf of his committee, Professor Idol then moved, seconded by Professor V. S. Hodges, that the Senate support the recommendation of the University Library Committee which appeared in the Clemson Newsletter of September 15, 1970 as follows:

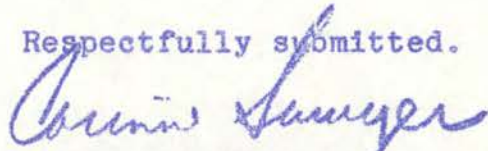
*The University Library Committee, as the faculty's representative, should be consulted whenever the allocation of library space is being considered.*

The motion to support the Library Committee's recommendation passed unanimously.

A resolution was proposed by Professor J. L. Arbena on behalf of Professor H. D. Adams, who had to leave the meeting early, that the Faculty Senate state that denial of entry to the classrooms of the University solely because of length of or style of wearing hair is an improper exercise of the authority granted the faculty. The motion was seconded by Professor W. E. Gettys. There was concern expressed from the floor that such a specific statement was in violation of the spirit of the earlier Senate motion in which the Senate refrained from dictating suggested wording of the student dress code, pending the Student Senate's consideration of changes in the code. There was also concern that the wording of this particular resolution made it appear that the Senate sided wholly with the student whose denial of entry into a classroom on several grounds is currently in debate; this would be a distortion of the Senate's position, since the Senate understood that more was involved in this particular case than the student's hair style. There was a motion from the floor to table the Arbena motion, passed by a vote of 16 to 10.

The meeting was adjourned at 6:35.

Respectfully submitted.



CORINNE SAWYER, Secretary

Absentees: R. F. Borgman; T. R. King; G. W. Gray.



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# APPROVED MINUTES OF THE MEETING OF THE FACULTY SENATE

November 10, 1970

Olin Hall Auditorium

The meeting was called to order at 4:18 and the minutes approved as circulated. In response to the Senate's request from their October meeting, Vice-President for Development Stanley G. Nicholas presented a report to answer Senate questions on planning for the proposed University Union.

First, Mr. Nicholas presented the reasoning behind the location of the two all-student centers, the main Union building south of the Library, and the student athletic area at the present Fike Field House; primarily the reasoning comprised the centrality of location for the main building and the need for fields and outdoor courts near the athletic facilities. Mr. Nicholas showed architects' preliminary drawings for the renovation of Fike Field House and reported the preliminary estimated cost to be around \$2-million, not including renovation of the present administrative wing now occupied by the Athletic Department. He then reviewed projected facilities for the main Union building and reported that the preliminary estimates of that cost ran near \$4.6-million. He emphasized that some revision of plans may have to be made, leaving some elements out of one or both plans for the present. Any elements left out initially would be so designed as to permit additions at a later date. He added that the probable priority in order of constructing these components of the over-all Union plan was first the Fike renovation, second the Union building, and last, anything else that entered the total picture.

There remains the problem of housing the athletes and coaches who would be displaced from the renovated Fike Field House if student athletic activities were to occupy the entire building including the administrative wing. Present plans include a separate building on Stadium Road for the Athletic Department. The Senate expressed concern that this building might necessarily take funds from the all-student projects, estimates for which already exceeded available funds, thereby curtailing even more drastically the facilities which would be available for use of the student body at large. Mr. Nicholas agreed that funds for the athletes' facilities would probably have to come from the Union funds, but could not estimate how much this might alter prospects of an adequate Union.

In response to the Senate question as to whether or not there has been a re-evaluation of the relative costs and merits of building a new student facility, in contrast to the present plan of renovating Fike, Mr. Nicholas was unable to answer but said an architect's estimate would not be difficult to obtain. Reminded that at the General Faculty Meeting in August President Edwards had stated that these plans were being reassessed, Mr. Nicholas was unable to confirm whether any such examination has been made. In response to a question concerning the relationship, if any, between the proposed new building for the Athletic Department and the recruiting of new coaches, President Prochaska reported to the Senate that President Edwards has personally and unequivocally stated



that there is none. In response to a direct question as to whether or not the decision to renovate Fike and build a separate athletic facility had not, in fact, already been made irrevocably, Mr. Nicholas replied that to the best of his knowledge such decisions were only final when contracts for construction were signed. In response to a question asking whether the amount now allotted to such "extras" as a redesigned facade for the renovated Fike might not be better spent on expanding its interior facilities, Mr. Nicholas replied that he did not know that this allotment was more than just a suggestion from the architects.

Further discussion of the matter included the Senate's concern that funds for the proposed athletes' facilities should not take away from present plans for academic needs. Senate members expressed concern over the idea of taking an area where dikes and a pumping station had been built by the U. S. Corps of Engineers to make land useable for experimental research and turning it into paved and graded playing fields. President Prochaska was requested to continue discussion of the whole matter with the Administration. It was also suggested that the Senate press for representation on any committee which determined priorities of this sort for the University. By vote, the discussion was terminated at 5:20 to continue the remaining business on the agenda.

President Prochaska announced his attendance at several meetings during the past month: 1) he represented Clemson University at the inauguration of Duke University's president; 2) he attended the meeting of the Athletic Council, where the chief order of business was the ACC's 800 rule and Clemson's position, which is that if the difficulty cannot be resolved within the ACC (Clemson's first choice), Clemson is willing to participate in the formation of a new conference. At present, the alternative of the University's becoming "independent" is not being considered. 3) he attended the organizational meeting of the Tri-Level Council, which will soon begin meeting weekly; and 4) he attended the meeting of deans and department heads with representatives of the Atlanta Office of HEW, who are assessing Clemson's cooperation with the equal employment opportunities policies.

President Prochaska reported that three Student Senate bills had been forwarded to the Faculty Senate for evaluation and possible action: a bill requesting the "Forgivable F" be extended to all students; a bill on the dress code; and a bill concerning night quizzes. These were passed to the appropriate committees for study and recommendations.

President Prochaska also reviewed Administration action on the Senate's resolutions from the October meeting. None called for direct administrative action, but a favorable reception was given the Senate's statement of University purpose, with the reservation that "community" seemed to be used in the statement in two different senses.

It was reported that the Welfare Committee took no action in the previous month.



For the Admissions and Scholarship Committee, Professor John Idol reported the results of the survey, taken at the Administration's request, of opinion from the faculty at large about deletion of the re-examination a senior may now request to raise his G.P.R. 254 wanted deletion of the rule; 115 wanted the rule retained; 2 ballots were returned unmarked; the remaining faculty did not vote. It was pointed out that this ratio (just over 2-to-1) was nearly identical to that of the vote in the Senate on this same problem, 20 to 9, which seemed to answer the Administration's question of whether or not the Senate accurately represented the whole faculty's view on this question. It was requested that this information be passed on to the Administration with a request for their action on the Senate's resolution for deletion of the re-examination rule.

In response to the Senate's request of the previous meeting, Professor Idol moved for his committee, Professor G. D. Riggs seconding a request that the Administration replace the current "Forgivable F" ruling with the one voted originally by the Senate on 14 October 1969. The motion, which passed unanimously, reads:

*The Faculty Senate declares the current system of the "Forgivable F" for first semester freshmen totally unacceptable and requests the Administration to implement the Faculty Senate's original resolution beginning with the class which enters in the summer of 1971.*

Professor J. C. Fanning presented a mimeographed copy of the results of the Research Committee's survey of the need for centralized facilities for physical research, and moved that it be submitted to the Clemson Newsletter for printing as a separate item, rather than as part of the minutes of the Senate. Seconded by Professor W. C. Whitten, the motion passed unanimously. Results of the survey showed the following requests for central facilities: for photo lab with drafting services, 49; electronic instrument shop, 29; chemical stores, 28; analytical services, 17; animal facility, 12; electron microscope, 10; glass shop, 7; liquid nitrogen supply, 2; liquid scintillation counting facility, 2.

Professor H. D. Adams reported that the Policy Committee had taken no action since the last Senate meeting.

For Ad Hoc Committee A, Professor M. W. Jutras being absent, Professor John Idol reported that preliminary revision of the Faculty Manual is complete. Committee A will hold a final review of its suggestions, and the Senate should then anticipate a special session called to consider adoption of that suggested revision.

For Ad Hoc Committee B, Professor R. F. Borgman made available two information sheets outlining the guidelines for selection of graduate faculty and the functions of graduate faculties at other universities. On behalf of his committee, he then moved, seconded by Professor H. D. Adams, the adoption of a resolution outlining firmly the composition and function of the Graduate Council. The motion passed with only one negative vote, after opinion expressed that to give two representations to Colleges offering a Ph.D. and only one to Colleges with just an M.A. program represented



discrimination against Colleges where the terminal degree was in fact an MA or its equivalent. In full, the motion as approved reads:

A graduate program comprises a course of study beyond the baccalaureate level, usually leading to an advanced degree. Since the quality and excellence of graduate instruction should be of constant concern to every institution offering graduate work, it is essential that provisions for graduate instruction should include an adequate administrative organization under the direction of a designated administrative officer, the Dean of Graduate Studies.

All policies and regulations affecting graduate curricula and requirements leading to graduate credits, certification, and degrees shall be approved by the Graduate Council.

The Graduate Council, consisting of two members from each academic College or School having a doctor's program and one member from each academic College or School having only a master's program, shall be nominated by the Dean of the appropriate College or School and appointed by the Dean of the University. Graduate students and faculty members will be invited to attend Graduate Council meetings. Appointees to the Graduate Council shall be members of the Graduate Faculty and shall serve for a term of three years. The Graduate Dean will be an ex officio member of the Graduate Council and serve as its chairman.

Deans of the academic Colleges and Schools shall have the responsibility of designating faculty members as members of the Graduate Faculty. Qualifications for membership on the Graduate Faculty from a given academic College or School shall be determined by the Dean of that College or School and the Department Chairmen within that College or School.

Graduate Faculty members must be productive, creative scholars. Productive scholarship requires devotion to the discovery, development, and refinement of knowledge and techniques in one's academic field, usually resulting in accomplishments by students, or publications for evaluation and criticism by peers.

The Graduate Faculty shall perform no administrative function, but serve as a source of Graduate Council members of these directors.

Next, as recommended by the Admissions and Scholarship Committee, Professor John Idol moved the adoption of a resolution to delete from college regulations the provision that a graduating senior may retake the final exam for any course in which he made an F. This was seconded by Professor W. C. Whitten. It was pointed out in response to a question as to what would replace this "second chance," that the committee felt that the present "Forgivable F" for freshmen gave every student an opportunity to have a higher overall G.P.R. at graduate time, so that a single F should not make that much difference toward graduation, and



that students now had the chance to take some courses on a pass-fail basis, which might also improve their final G.P.R. at graduation time. A student should, of course, pass by more than the margin represented by a single examination any class essential to his major area. A dissenting opinion was expressed by Professor K. Lehotsky, who said his College felt that these facts did not really replace the present "second chance" for seniors, but they apparently did not object to that. It was also pointed out that faculty opinion had run 2-to-1 in favor of deletion of the "second chance" for improving over-all G.P.R. by a graduating senior, and the Senate's objection to placing the burden for a student's failure on the shoulders of a single faculty member (who is clearly not to blame for the student's previous poor record) was reiterated.

The motion as presented read:

*The following statements should be deleted from the present scholastic regulations:*

"Examination of F. Received in Last Semester. A candidate for a degree who in the semester immediately prior to graduation fails to graduate because of an F on one course taken in that semester may stand a special examination on the course provided:

- 1) That the candidate can furnish evidence of having done satisfactory study for the examination.
- 2) That the examination is not given until after the regular degree date.
- 3) That the candidate has fulfilled, prior to the due date for candidates' grades, all other requirements for his degree except those which can be fulfilled by passing the examination.
- 4) That the candidate by removing the F by examination will furnish all requirements for his degree which will be awarded on the next regular date for award of degrees.

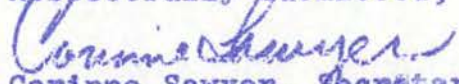
A student in line for graduation at the end of this semester who fails to graduate because of an F on one course taken this semester may stand special examination under certain conditions on the course after the regular degree date. A senior who qualifies for graduation under this provision will be awarded his degree on the next regular date for the award of degrees. For further information see paragraph Examination on F Received in Last Semester."

(Quoted from pp. 120-121 Clemson University Announcements, 1970-1971.)

The motion passed unanimously. Concern was expressed from the Senate floor that the "Forgivable F" as now in force is not clear to either students or faculty, and it was hoped that perhaps a general announcement might be sent to the faculty that explained such things as what disposition would be made of an I or a WF on a freshman's record; President Prochaska stated that he would discuss the matter with Mr. Vickery in the near future.

The meeting was adjourned at 6:28.

Respectfully Submitted,

  
Corinne Sawyer, Secretary

Absent: M.W. Jutras; J.H. Bond; J.P. Crouch; J.K. Johnson;  
W.E. Castro; Jo Ann McNatt; W.E. Gettys; Rose Godbout.



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MINUTES OF THE MEETING OF THE FACULTY SENATE

December 8, 1970

Olin Hall Auditorium

The meeting was called to order at 4:15 and minutes of the previous meeting approved as circulated, with the addition of two substituted paragraphs which corrected typographical errors and omissions.

President Prochaska reported that he had attended the following meetings: the Educational Council, where budgetary information and the report from the visiting H.E.W. team were reviewed; the Tri-Level Committee, where the main item of business concerned approval of the Administration's position on the 800 ruling for athletic participation; the Vending Machine Committee, where allocation of vending machine funds occupied the committee's time; the Curriculum Committee; and the meeting of the Advisory Committee of the Faculty Senate, whose main order of business was to form Ad Hoc Committee C to study graduation. Appointments to Committee C were announced: Professors B. J. Skelton, K. Lehotsky, and W. C. Whitten of the Senate with Professors H. N. Cooledge and J. V. Reel will be asked to serve on the committee, Professor Skelton to act as chairman.

Reporting on the disposition of the Senate's resolutions from the November meeting, President Prochaska announced that the resolutions concerning deletion from the catalogue of re-examinations for seniors needing up to six points on their G.P.R. for graduation or taking an F in the last semester before graduation had been submitted to Dean Hurst, who requested of the Senate a suggested time-table for implementation of the resolutions. The matter of the "Forgivable F" is still under consideration; President Prochaska has seen Dean Vickery requesting clarification for the faculty. Discussion from the Senate on the "Forgivable F" followed; Professor Idol reported that freshmen are forcing teachers to give them an F, rather than a D, by refusing to take their finals. A procedure for implementing the original Faculty Senate proposal (October, 1969) is under study, with the cooperation of Dean Vickery's office.

President Prochaska reported that the Research Committee's survey results would probably appear in the Clemson Newsletter for December 15. He further added that the Senate's November resolution defining the graduate faculty and the Graduate Council had been presented to the Administration; although initial comments were positive in nature, no formal statement concerning final disposition of the resolution was available yet.

President Prochaska reported that he had met with Mr. Stan Nicholas twice since the Senate's November meeting to clarify the Senate's position on the University Union project and to facilitate communication between the Senate and the Administration on the issues involved. He pointed out that Mr. Nicholas' failure to give estimated costs on the Stadium Road project during his visit to the Senate in November resulted from Mr. Nicholas' not having that information at that time. Discussion of the University Union project is continuing with the Administration. It was moved and seconded that the Senate's Research Committee investigate the problem of the use of the bottom lands as playing fields, since certain research people seemed concerned about the loss of those research areas. The motion passed 27 to 0 with 5 abstentions.



For the Welfare Committee, Professor J. C. Mullins reported that the committee had decided to take no action at the present time on a request by Professor Lehotsky to investigate and possibly answer a comment by Dr. Morris, Commissioner of Higher Education, in the Greenville News which suggested that salaries at Clemson were the equal of those throughout the Southeast. Professor Mullins stated that while a comparison of Clemson salaries with those of 16 Southeastern universities showed Clemson salaries \$400 lower, on the average, than those of the other 16 (information taken from the Summer, 1970 AAUP Bulletin), it seemed unwise to press the matter in a time of budgetary difficulties, such as the State is in now.

Professor Mullins also brought the Committee's recommendation that no action be taken on a request by Professor Borgman to ask for changes in state retirement benefits, since again such changes might cost the State money which is currently in short supply. It was suggested that the South Carolina State Employee's Association might more profitably deal with the matter. Finally, Professor Mullins reported that his committee's report on the Student Senate's dress code bill was under examination and he would be able to bring those deliberations before the Faculty Senate at its January meeting.

For the Admissions and Scholarship Committee, Professor John Idol reported that his committee recommended holding, until the matter of the "Forgivable F" should be straightened out to the Senate's satisfaction, any action on the Student Senate's bill suggesting that F be changed to WF in all cases, and WF not be averaged into the GPR. Clarification of the present system of "Forgivable F" may furnish a basis for consideration of this suggested extension of the regulation.

For the Policy Committee, Professor H. D. Adams reported that any discussion of requesting a place for faculty on University planning committees which establish priorities should rest on Ad Hoc Committee B's final report analyzing University committees, so no action had been taken.

For Ad Hoc Committee A, Professor Jutras reported that the final draft of a revised manual for faculty was complete, except for final editing. When that job is done, copies will be circulated to the Senate and a special meeting called to adopt, alter, or reject the new manual.

For Ad Hoc Committee B Professor Borgman stated that a report will be presented at the Senate's January meeting.

For the Admissions and Scholarship Committee, Professor Idol moved, seconded by Professor Vernon Hodges, the adoption of a motion encouraging faculty and departments to schedule examinations other than at night. An amendment introduced by Professor W. C. Whitten, seconded by Professor H. D. Adams, to strengthen the original motion to read as a positive ban against all such specially scheduled exams was defeated by a vote of 22 to 6 with 4 abstentions, since the amendment was so worded as to limit even special examination, finals, and emergency cases to daytime, regular class hours. A substitute motion introduced by Professor Mullins to alter the original motion's emphasis on night exams to suggest adherence to regular class times was accepted by Professors Idol and Hodges. The motion as finally presented read:



Be it resolved that the Faculty Senate, which has no intent of limiting the prerogatives of any faculty member or department, encourages all faculty members and/or departments not to schedule examinations or quizzes at other than normally scheduled class times.

This motion passed by a vote of 29 to 0 with 3 abstentions.

A motion was then introduced by Professor E. B. Rogers, seconded by Professor K. Lehotsky, on behalf of Professors Hash, Gray, Skelton, Jutras, Richardson, Sims, Hays, and Castro which suggested adding the Senate's voice to the Administration's in censure of the Tiger's recent breach of good taste, a clear violation of the policy statement of August 12, 1970, as contained in a memorandum for record of the Executive Officers' meeting, which statement Professor Rogers also read for clarification. Discussion from the floor suggested a general agreement of the Senate with the action taken by President Edwards in invoking that policy to rebuke the Tiger's editorial staff. There was some feeling, however, that the matter had been well and completely taken care of by President Edwards' public statement and his actions; further action in the form of a resolution by the Senate, rather than simply expressing agreement with and/or approval of the President's quick response, would tend to revive an issue which was now passe', since the Senate's resolution would not be published until February, a full three months after the event in question.

An amendment to the original motion, presented by Professor Hodges, seconded by Professor Hash, which appeared to alter the wording of the policy statement was withdrawn. A move to table the resolution was defeated by a vote of 17 to 10 with 5 abstentions. The final motion, without the amendment, was defeated by a vote of 16 to 13 with 3 abstentions.

The meeting was adjourned at 6:11.

Respectfully submitted,



Corinne Sawyer, Secretary

Absent: J. H. Bond; G. W. Gray; J. K. Johnson.



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Minutes of the Meeting of the Faculty Senate

January 12, 1971

Olin Hall Auditorium

The meeting was called to order at 4:15. Minutes of the previous meeting were approved as circulated. Professor K. Lehotsky, however, called attention to the apparent emphasis given in the previous minutes to salary in questioning a statement made by Dr. Morris, Commissioner of Higher Education, who had said in the Greenville News that faculty salaries at Clemson were the equal of those at comparable institutions. Professor Lehotsky pointed out that the objection was not so much because salaries were in fact somewhat lower here than elsewhere, but rather because of the inaccuracy of the statement.

President Prochaska reported that he had asked further questions for clarification of the University-wide budget cuts in response to faculty requests. Salaries were excluded from the cut-back, but four areas were specifically affected: staff vacancies; graduate fellowships; equipment purchases; and travel allowances. All travel money still in college budgets had been cut by 50% across the board. Priorities on expenditure of the remainder have been left to the discretion of the academic deans.

President Prochaska reported that there is still no word officially on the University Union project. The office of the Vice-President for Development, which is gathering information relevant to the project, has not acquired all of the information that it desires before reporting to the Senate.

President Prochaska reported that the Senate's resolution discouraging examinations given in other than scheduled class hours will be brought to the attention of the academic deans at their regular meeting by Dean Hurst. He also reported a slight change in the composition of Ad Hoc Committee C; at his own request, Professor Harold Coledge has been made an advisory member, rather than a regular voting member of the committee, since his official position as marshal makes it inadvisable for him to hold voting status. Further, President Prochaska reported on a November 30 resolution passed by Student Senate officers to resign unless certain grievances were dealt with satisfactorily; these complaints concerned the Department of Services, the student judiciary branches, the review of student judiciary sentences by the Administration and the chance of increasing original sentences, and the power of veto held by the Administration over Student Senate resolutions. President Prochaska reported that on January 11 the Student Senate passed a resolution to form committees of students and representatives from the Office of Student Affairs to deal with each of these matters operating under a student-imposed deadline of March 1.

For the Welfare Committee, Professor J. C. Mullins reported that the matter of student dress code was still in consideration. A request to his committee to investigate excessive noise during class hours caused by maintenance and repair work by the physical plant crews had been received and Mr. Rochester has offered to listen to and attempt to remedy specific complaints. Chief grievances centered around work done in the P. & A. Building, and lawn mowing and floor waxing during regular class hours.



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For the Admissions and Scholarship Committee, Professor John Idol reported that no meeting has been held in December.

For the Research Committee, Professor J. C. Fanning presented a complete report on the "Clemson Bottoms," some 140 acres lying between the two diversion dams along the old Seneca River bed. The report included the history of arguments presented to the U. S. Corps of Engineers which resulted in the construction of the \$3.5-million dams, including a statement from the Board of Trustees referring to this land as "valuable" and "absolutely irreplaceable" for the Clemson program in agriculture and related research. Evidence presented from the Senate floor seconded the Board of Trustees' opinion, pointing out examples such as research on corn blight virus, now possible only in that particular soil, at that place, and currently in progress. Professor Fanning's report concluded with a summary of current construction and future plans which will utilize parts of the land for baseball and football fields, a soccer field, a running track, a putting green, spectators' stands, animal pens, and an area for highway research, all of which will make the land itself unusable for its present and projected purposes in agricultural research. For his committee, Professor Fanning proposed a resolution calling for a faculty voice in the change of use of Clemson lands from original or present uses; this was seconded by Professor B. C. Caffrey.

Professor K. Lehotsky proposed an amendment, seconded by Professor J. L. Arbena, requesting that faculty members from affected departments be part of the decision-making group. A motion by J. C. Mullins to table the amendment and the original motion, seconded by Professor D. R. LaTorre, on the grounds that the Senate's Ad Hoc Committee B was working on a proposal which would ask for faculty voice in future Planning and Development Committees, was defeated by a vote of 18 to 10. Discussion of the Lehotsky amendment included the concern that, should changes at the University involve no specific department, a strict interpretation of the wording of the resolution could exclude the faculty on the grounds that there were no "affected departments," but the amendment passed by a vote of 18 to 10. A further amendment, proposed, seconded, and passed unanimously, added "facilities" to "land" as the concern of the faculty in planning.

Discussion of the amended motion from the floor included first the suggestion that it was the job of the various academic deans to fight for preservation of lands and/or facilities needed for the work of their departments. Senate members argued that in a school or college where the dean might be acquiescent to suggestion made him from his superiors, the voice of the faculty was urgently needed to put the case and viewpoint of dissenters from such suggestions. It was also pointed out that representatives from the faculty of departments who desired a change, that might be opposed by another department, would have equal voice in such a planning group. The motion as finally presented read:



*The Faculty Senate recommends careful consideration be made before the Clemson bottom land or any other area is removed from academic or research use. In order to implement this recommendation it is requested that faculty representatives of the departments affected participate in any decision pertaining to contemplated changes in use of University lands and facilities.*

The motion passed by a vote of 21 to 7 with no abstentions. It was pointed out from the floor after the vote that some negative votes represented senators who agreed with the need for faculty representation in such planning, but feared that the proposal of Ad Hoc Committee B might represent a duplication of effort.

For the Policy Committee, Professor H. D. Adams reported that the Scheduling Committee will meet on January 21 to discuss such matters as night quizzes, exam schedules for 1-hour courses, the present class meeting pattern, and the 1971-72 class schedules. Senate members who have suggestions or criticisms should make their views known to the Scheduling Committee members in their own departments and ask for a direct report after the meeting.

For Ad Hoc Committee A, Professor M. W. Jutras reported that the revision of the faculty manual is complete. Two copies of the revision will be sent to each Senate member, one for his files and one on which he may make notes for discussion at a special Senate meeting to be called at the end of January, at which time the revision will be approved, disapproved, and/or amended.

For Ad Hoc Committee B, Professor R. F. Borgman reported that their work is not yet complete, but a report should be ready for the Senate in February. For Ad Hoc Committee C, Professor B. J. Skelton reported that the committee will begin work by studying the reports submitted during previous investigations of the problems of and recommendations for graduation.

The meeting was adjourned at 5:18.

Respectfully submitted,

*Corinne Sawyer*

Corinne Sawyer, Secretary

Absent: J. H. Bond; V. S. Hodges; G. W. Gray; M. K. Richardson;  
W. E. Castro.



## MINUTES OF THE MEETING OF THE FACULTY SENATE

February 2, 1971

Olin Hall Auditorium

A special meeting of the Faculty Senate, called for the purpose of considering the proposed revision of the Faculty Manual, was called to order at 4:18. Minutes of the meeting of January 12 were approved as circulated with the correction that the corn disease referred to on p. 2 of the minutes as "corn blight" should be corrected to read "corn stunt."

President Prochaska announced the presence by invitation at the meeting of Dean Victor Hurst, member ex officio of Ad Hoc Committee A, and his representative in committee deliberations, Dean Claud Green. Then President Prochaska turned the meeting over to Professor M. W. Jutras, who presented the suggested revision, paragraph by paragraph, for the approval of the Senate.

Corrections of typographical errors and minor changes in wording to make intention clearer comprised the largest number of suggestions put forward. One major change from the original manual, proposed and seconded from the floor, was the alteration of "3 days" to "2 days" in the statement under "Sick Leave" which stipulates that "When sickness occurs within a period of annual leave and continues 2 or more consecutive days, the period of illness may be charged to accumulated sick leave..." The motion to make the change to read as quoted above was approved.

The proposed manual, including the changes approved by the Senate, was discussed and approved through the section on "Leave During Summer Sessions" on p. 17. At this point a motion to recess was heard, a further meeting to complete the manual's 34 pages to be scheduled at the President's discretion.

The meeting was recessed at 6:25 p.m.

Respectfully submitted,



Corinne Sawyer, Secretary

Absent: J. H. Bond; T. R. King; G. W. Gray; J. K. Johnson; J. L. Idol;  
B. F. Cook; W. E. Gettys; F. J. Keller; J. C. Fanning, Jr.



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Minutes of the Meeting of the Faculty Senate

February 9, 1971

Olin Hall Auditorium

The meeting was called to order at 4:17, and the minutes of the special meeting of February 2 were approved as distributed. President Prochaska announced the second special meeting, at 4:15 on February 16, to finish the business of the faculty manual revision.

President Prochaska reported receipt of a letter from Dean Hurst concerning the Senate's resolution on a faculty voice in the assignment of land and facilities, already in use, to a new purpose. Dean Hurst assured the Senate that the allocation of the Clemson "bottom lands," the question that gave rise to the resolution, was part of the overall master plan for development of the University. He added that whenever reallocation of land and facilities concerned academic matters, the faculty would be consulted.

Since January 12, President Prochaska reported, he has represented the faculty and the Senate at meetings of the Vending Machine Committee; the Educational Council; the Board of Trustees' committee meeting; and the meeting of the Board of Trustees itself. He reviewed briefly the business accomplished at the latter, including the affirmation of new names chosen for buildings, for example renaming Fike Field House to be Fike Recreation Center and renaming the YMCA building in Mr. Holtzendorff's honor; the new honorary degree policy, which was in part a response to the Senate's resolution on that problem; the effort by the University to act as a repository for the letters and papers of the late Honorable L. Mendel Rivers; and authorization to contract with A.R.A. Slater to take over the catering for the Clemson House, a plan which includes the closing of the Tiger Tavern, except to special parties. President Prochaska also attended a meeting of the Tri-Level Committee, where the subjects of discussion were the University Senate idea and details of the University Union plans.

Continuing the Faculty Senate's concern with the University Union project, President Prochaska brought to the group an architect's suggested plans and a water color of the finished building, currently proposed for Fike Recreation Center, both furnished for the Senate by the Director of Development, Mr. Stanley G. Nicholas. Mr. Nicholas also furnished the comparative figures on renovation versus a wholly new building. Renovation, rather than a new building, seems the certain course of action now, since a date of May 1 has been set on which to advertise for bids for the work which has been assigned a tentative completion date of August 1, 1972. Professor H. D. Adams, seconded by Professor B. C. Caffrey, moved the Senate thank Mr. Nicholas for his information. The motion read:

*President Prochaska is directed to express the Senate's appreciation for the response of Mr. Stanley Nicholas to their request for information and for his cooperation in gathering the material for today's presentation.*



The motion passed unanimously.

President Prochaska reported on the meeting of the Athletic Council he attended on February 4 where it was determined that ticket prices for Clemson games will be raised for the coming year, in line with action throughout the ACC. Faculty and staff will receive the same discounts as last year on the admission and S. C. State tax portion of the ticket, but will pay the full bond "capital improvement" fee; thus faculty tickets will cost approximately \$6 more than in 1970. In response to faculty inquiries, President Prochaska reported that he had determined through private conversations with Athletic Department administrators, that at present there is no procedure by which faculty and staff seats on the home side (South Stands) may be up graded. However, good seats are available on the visiting side (North Stands).

For the Welfare Committee, Professor J. C. Mullins presented a motion, seconded by Professor J. L. Arbena, to establish a student grievance procedure paralleling the grievance procedures available to the faculty, through the mechanism of a committee whose membership is specifically spelled out in the regulation. In discussion it was pointed out that many students with complaints feel that they have nowhere to go with their problems, that no one will listen or act in their behalf; many are afraid to go to department heads, lest regardless of the justice of the complaint, the department head would feel duty bound to defend his faculty against a student protest. In opposition, there was some concern that such a committee would find itself swamped with work, dealing with the protests of every student who failed a course; teachers might spend more time justifying poor grades before a grievance committee than they could spare from course preparation and paper grading. It was moved and seconded that the motion be tabled, with the understanding that it would be retalled at the next meeting after the Senate had time to think the matter through and to consult individual colleagues. The motion to table passed unanimously.

For the Admissions and Scholarship Committee, Professor J. L. Idol reported the committee's agreement that the Senate's resolutions to delete passages from the catalogue concerning re-examination for graduating seniors should be implemented starting with graduation in December, 1971. This action was in response to Dean Hurst's request for a date on which such measures would go into effect.

Professor Idol also reported on the committee's discussions concerning bills from the Student Senate. In response to the students' request for expansion of the Pass-Fail system, the committee suggested waiting to evaluate the results of the present, limited Pass-Fail system. It also reported that elsewhere the system seems to be giving serious trouble, and Clemson should not consider expansion until the evidence is in. In response to the Student Senate's resolution asking for abolishment of all class attendance regulations at Clemson, the committee reported that it found such a move not in the best interests of a sound educational program at this time. In response to the Student Senate's resolution that there be a fixed scale of grades for all freshman and sophomore courses (e.g., that 90-100 be an A, 80-89 a B, 70-79 a C, etc.) the committee reported that not only is this academically unsound, considering the variance in disciplines involved, but it is an archaic system, tried and discarded many times over the years elsewhere.



In response to the Senate's request for reformation of the present erasable W rules to bring them into line with the spirit of the Senate's original recommendation, Professor Idol reported for his committee that their recommendation was that the office of the registrar and all other concerned agencies make these changes, putting them into effect for freshmen entering in the fall semester, 1971.

For the Research Committee, Professor J. C. Fanning stated there was no report, as did Professor H. D. Adams for the Policy Committee. For Ad Hoc Committee A, Professor M.W. Jutras announced a meeting on Thursday, February 11, to take care of some details stemming from the first Senate special meeting.

For Ad Hoc Committee B, Professor R. F. Borgman moved the adoption of his committee's description of the composition and function of University councils and committees, excepting the Developmental Council, Master Plan, and AFSC, which are still under study; this was seconded by Professor H. D. Adams. An amendment on behalf of the Library Committee to add to that description the statement of duties approved by the Board of Trustees in April, 1960, was presented by Professor D. R. LaTorre, seconded by Professor H. D. Adams. The amendment passed unanimously. Since the first two-thirds of the committee's report, with certain editorial changes for clarity and correction of typographical errors, seemed to meet with general approval, while the last section covering standing committees appointed by the President of the University demanded further discussion, it was moved and seconded that the report be voted on in two separate sections. This motion passed unanimously. The question was then called (a vote on the first two sections of the committee report) and, since there was a difference of opinion about the calling of the question, it was put to a vote. 24 favored calling the question at that time, 3 opposed, 1 abstained. The question was called.

The motion to accept the committee's report as amended (the first two sections only) was passed by a vote of 26 to 3 with no abstentions. The approved portion of the report, which takes the form of a recommendation for reorganization of the University's committee structure in some cases, is appended to these minutes.

A motion was introduced by Professor V. S. Hodges, seconded by Professor E. A. Vaughn, to table the last part of Committee B's report, with the understanding that it was to be taken up again at the Senate's March meeting. The motion passed unanimously.

For Ad Hoc Committee C, Professor W. C. Whitten, reporting in the absence of the committee's chairman Professor B. J. Skelton, explained the committee's actions to date, which included gathering and surveying a history of attempts to reform the graduation exercises in recent years. Committee members had further undertaken a very informal survey of the opinions of their colleagues and found little interest in or enthusiasm for further changes. Therefore, Committee C recommended that none be made at the moment, unless perhaps it were to change the time from hours spanning conventional lunch hour to an hour in the morning or late afternoon, and to recommend collegiate exercises in which MA and PhD candidates could be individually hooded.



Some dissatisfaction with the recommendation being expressed from the floor, the committee was instructed to carry out an investigation of the results from and disposition of the University-wide survey which had been conducted by a committee on graduation reform last year. Professor W. C. Whitten, seconded by Professor K. Lehotsky, moved that the present graduation and honorary degree policies, as presented to the Senate by his committee in mimeographed form, be printed in the Clemson Newsletter. Professor D. R. LaTorre, seconded by Professor M. W. Jutras, moved to table this motion; the move to table carried by voice vote.

Professor D. R. LaTorre, on behalf of the University Library Committee, moved the adoption of a resolution to amend the By-laws of the Senate's constitution to include direct representation for Clemson's professional librarians on the Senate, allotting them one senator in the apportionment of the total of 35. The motion was seconded by Professor V. L. Idol. Discussion was delayed until the March meeting, when the vote will be taken, as prescribed by the constitution.

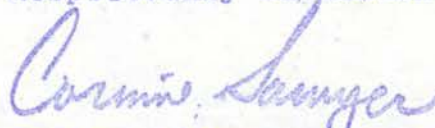
For the Admissions and Scholarship Committee, Professor Idol moved, seconded by Professor W. C. Whitten:

*The Faculty Senate requests the Office of Admissions and Registration to publish final examination schedules as early as is feasible.*

The motion passed unanimously.

The meeting was adjourned at 6:40 p.m.

Respectfully submitted,



Corinne Sawyer, Secretary

Absent: B. J. Skelton; G. W. Gray; M. K. Richardson; G. D. Riggs;  
B. F. Cook.



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MINUTES OF THE MEETING OF THE FACULTY SENATE

February 16, 1971

Olin Hall Auditorium

A special meeting of the Faculty Senate, the second called for the purpose of considering the proposed revision of the faculty manual, was called to order at 4:20. It was moved and seconded that the reading and approval of the minutes of the meeting of February 9 be dispensed with. President Prochaska then turned the meeting over to Professor M. W. Jutras, chairman of Ad Hoc Committee A.

The first order of business was the approval of minor additions and corrections the committee had voted to clarify wording of the sections of the manual which had been considered at the previous special meeting on February 2. These included a definition of the terms "tenure" and "dismissal."

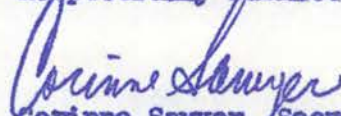
A motion to include as part of the policy section the portion from the old manual dealing with Clemson's personnel evaluation program was discussed, amended, and eventually tabled, pending Ad Hoc Committee A's investigation of the exact wording of the Board of Trustees' 1955 resolution which directed the institution of this program on an annual basis. The motion will be brought to the floor again with Committee A's report, presumably at the next meeting of the Senate.

The remaining portion of the suggested manual, as revised, was presented, discussed, and approved, a section at a time, with the corrections (largely typographical) and additions from the floor. In addition, it was voted to request inclusion in the information section of the manual, which is being rewritten by Dean Hurst's office, a paragraph on housing policy and a copy of the faculty compensation policy now in use by the State Budget and Control Board.

The subject of earlier meetings for the Senate was discussed briefly at the close of this session, but dropped when several Senate members pointed out that their teaching schedules would conflict with a new time.

The meeting was adjourned at 6:07.

Respectfully submitted,

  
Corinne Sawyer, Secretary

Absent: G.W. Gray; M.K. Richardson; G.D. Riggs; B.F. Cook.



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MINUTES OF THE MEETING OF THE FACULTY SENATE

March 9, 1971

Olin Hall Auditorium

The meeting was called to order at 4:17 p.m. Minutes of the previous two meetings (February 9 and February 16) were approved as circulated. With regard to the February 9 minutes, President Prochaska called to the Senate's attention a memorandum from Dean Hurst which pointed out that communication with the faculty over priorities for the use of land and other facilities would be undertaken when needed "through normal channels."

President Prochaska reported that since the last meeting of the Senate he had attended meetings of the Educational Council, where a professional degree program in Agriculture was approved; of the Tri-Level Council, where the proposed University Senate and University Union priorities and alternatives had been discussed; and of the Speaker's Bureau, at the invitation of the Bureau members, where that body's current difficulties in the areas of budget and purposes were discussed.

President Prochaska also reported that the Senate reallocation for the coming year had been determined, based on new data from Dean Hurst's office, to be as follows: College of Agriculture and Biological Sciences, 9 members; College of Architecture, 1; College of Education, 3; College of Engineering, 6; College of Forest and Recreation Resources, 1; College of Industrial Management and Textile Science, 3; College of Liberal Arts, 6; School of Nursing, 1; and College of Physical and Mathematical Sciences, 5. Elections of members to replace those whose terms will expire should be held before the next Senate meeting, scheduled for April 13. Before that date the present Advisory Committee of the Senate will meet to propose a slate of officers for the 1971-72 Senate.

Because University Marshal Harold Cooledge had consented to attend the Senate meeting to answer questions about last year's survey of faculty opinion on alterations in graduation exercises, the agenda was altered to introduce Professor B. J. Skelton, Chairman of Ad Hoc Committee C, at this time. Professor Skelton first reviewed his committee's efforts to secure the survey in question and to determine its exact results; no copy of those results seems to be available and no member of the ad hoc committee of last year has a copy. Then Professor Cooledge offered a brief history of surveys of faculty opinion, beginning with one undertaken by the Student Senate some years ago, to which response was less than 1%, the results of which were dismissed as not being truly representative of faculty opinion. Professor Cooledge concluded with the summary of last year's survey, sent out under Dean Green's signature, results of which were equally meager and offered only an informal series of suggestions. His committee last year, however, had recommended retention of the ceremony of hooding and curtailment of individual presentation of diplomas to baccalaureate graduates. Professor Cooledge stated that this recommendation was turned down by the Board of Trustees. Professor Cooledge pointed out that,



since the whole matter of graduation ceremonies must soon be examined again because of the increasing number of degrees awarded each year, the Senate's Committee C would probably merely duplicate the work of last year's committee and of the work which will be done in a year or two anyway, were it to pursue its present investigation further. In response to this suggestion, Professor H. D. Adams moved, seconded by Professor W. C. Whitten, that Ad Hoc Committee C be dissolved. The motion carried by unanimous voice vote, and President Prochaska thanked Professor Cooledge for his cooperation in the matter. Before he left the meeting, Professor Cooledge asked Senate members to consider the importance of collegiate marshals, whose posts will carry greater responsibility and importance in future years.

In response to the suggestion made during the meeting of February 9, Professor H. D. Adams then moved, seconded by Professor W. C. Whitten, that the present graduation procedures, with the exception of that portion on honorary degrees which was included in a recent Clemson Newsletter, be printed in the Clemson Newsletter for the faculty's information. The motion passed by unanimous voice vote.

Reporting for the Welfare Committee, Professor J. C. Mullins moved that the matter of a student grievance committee, tabled at the February 9 meeting, be returned to the floor; this was seconded by Professor B. J. Skelton. The motion was approved unanimously. Professor Mullins then moved to amend the original motion to name the Vice President of the Student Body as a member of the committee, rather than the Vice President of the Student Senate, an office which does not exist. The motion, seconded by Professor H. D. Adams, passed unanimously. Professor J. L. Arbena moved, seconded by Professor K. Lehotsky, that the grievance committee be instituted on a trial basis only, so that if it were not successful, it might be dissolved without difficulty; the motion passed unanimously. Professor J. A. Hash moved, seconded by Professor W. C. Whitten, that the grievance committee should determine the nature of the complaints it would deal with and the method by which they be handled; this motion was passed unanimously. The question was then called, and the motion, as amended, read as follows:

*Resolved: that a committee to be referred to as the Faculty-Student Relations Committee, composed of the Vice President of the Faculty Senate (as chairman), Vice President of the Student Body, an Assistant Dean of Students, and two other members, one each from the Faculty and Student Senates, be appointed by the President of the University to hear grievances by students against faculty members or other University employees, and to see a mutually satisfactory solution to the grievance. The committee itself shall determine the rules and procedures it will follow with regard to the complaints it will hear.*

*Further, if no satisfactory solution is found, the committee shall forward its findings to the President of the University via the Dean of Student Affairs and the Dean of the University with any appropriate recommendation.*



*The life of the committee shall extend no more than two academic years after its creation, unless the Faculty Senate requests such extension.*

The motion passed by unanimous voice vote; one abstention was registered.

For the Admissions and Scholarship Committee, Professor J. L. Idol reported his committee's decision to ask for no Senate action in response to a Student Senate appeal to reconsider a ban on all major exams in the last week before final examinations. Professor Idol explained that his committee refused action for several reasons: first, the Faculty Senate rejected by an overwhelming majority a similar resolution a year ago; second, teachers sometimes rely on such late exams to determine exemptions from finals; third, several departments already discourage such late exams; and last, any firm proscription on exams constitutes a violation of academic freedom.

In response to a further request to have a print-out from the computer center sent to each faculty member of the grades he has given, so that he may be sure the grade he gave was that which was recorded, Professor Idol reported that Mr. Berry of the registrar's office will set up the mechanism for implementation of this plan, as soon as the new computer equipment is installed, in about six months. Until that time, any faculty member may have such a notation, at his request, on an individual basis; to perform this service for the entire faculty would, at this time, take too much of Mr. Berry's staff's time.

For the Research Committee Professor J. C. Fanning reported on the services of the chemical supply house for Clemson. He briefed the contractual arrangement, then pointed out that this contract can be terminated at any time that service is proven to be markedly sub-standard. Complaints should be made directly to department heads and deans, so that the appropriate administrators may be informed.

For the Policy Committee, Professor H. D. Adams reported no new business.

For Ad Hoc Committee A, Professor M. W. Jutras moved the inclusion in the policy section of the revised Manual for Faculty Members the paragraphs concerning personnel evaluation procedures, formerly a part of the information section of the manual, since these indeed represent University policy. He had made a few changes in wording and omitted part of the present statement, which represented unneeded information. Seconded by Professor K. Lehotsky, the motion passed unanimously. Professor Jutras then moved, seconded by Professor J. C. Mullins, the dissolution of Ad Hoc Committee A, whose work is complete; the motion passed unanimously.

For Ad Hoc Committee B, Professor R. F. Borgman moved the adoption, seconded by Professor J. L. Idol, of the description of the Student-Faculty-Administration Council (the "Tri-Level" Council), which included a change of name and an exact delineation of membership. The motion passed unanimously and will be included with those council and committee descriptions passed at the February 9 Senate meeting, which will be requested as the official descriptions to be outlined in the new faculty manual.



Professor Borgman then moved, seconded by Professor H. D. Adams, the adoption of the description of a Development Council. Professor V. S. Hodges, seconded by Professor E. A. Vaughn, moved to amend the description to allow the Faculty Senate President, suggested as a member of the council, to name a substitute at such meetings as he could not attend; the amendment passed by a vote of 21 to 5. The amended motion, as presented, read:

*The Faculty Senate concurs with the Administration's recognition of the need for a Development Council and urges its speedy establishment. The Faculty Senate further recommends to the Administration that the Faculty be represented on the proposed Development Council or other such body through membership of the President of the Faculty Senate (or his designate) on the body and such other faculty membership as the Administration deems appropriate.*

The motion passed by unanimous voice vote.

Professor Borgman then moved, seconded by Professor W. C. Whitten, a study by the 1971-72 Senate of a Master Planning Committee. The motion as presented read:

*The 1971-72 Faculty Senate shall initiate a study pertaining to the formulation of a "Master Planning Committee" for the University. Such a committee should include student, faculty, and administration representatives and concern itself with the establishment of physical plant development and priorities.*

The motion passed with only one negative vote.

Professor Borgman then moved, seconded by Professor H. D. Adams, to return to the floor the unfinished business of the descriptions of "Faculty Standing Committees to be Appointed by the President of the University." The motion passed unanimously. After minor amendment including the naming of the Assistant Deans of Students, rather than the Deans of Men and Women (titles no longer in current use), to the Social Affairs Committee and after discussion of the request for a place on each committee for a Senate member, the motion came to a vote and passed unanimously. This adds the last committee descriptions to the recommended list for inclusion in the new faculty manual. Professor Borgman then moved, seconded by Professor V. S. Hodges, that, its work being done, Ad Hoc Committee B be dissolved; the motion passed unanimously.

As prescribed by the Senate's constitution, the proposed amendment to the Constitution and By-Laws, which was introduced at the February 9 meeting by Professor D. R. LaTorre, was reintroduced for action. The proposed amendment read:

*For purposes of allocation of Senate seats and all other provisions of this Article, the professional librarians will be considered as faculty representing a school.*



The amendment passed by unanimous voice vote and will be brought before the entire faculty for consideration at the General Faculty Meeting in May; if approved, it will be added to the By-Laws (immediately after the first sentence of Article II, Section 1) and a representative of the Library will then be seated as an official member of the Faculty Senate.

For the Admissions and Scholarship Committee, Professor J. L. Idol, seconded by Professor V. S. Hodges, moved the shortening of the time during which a student may drop a course without a recorded grade and a similar shortening of the time within which he may receive a WP. It was pointed out that this had long been a matter of concern with a large number of the faculty. Further, such a move should help faculty members to obtain corrected rolls at an earlier date than is now the case. The motion as presented read as follows:

*The period in which a student may drop a course without record of the grade shall be reduced from four (4) to two (2) weeks; and the period in which a student may drop a course with a grade of Withdrew Passing shall be no more than one week after mid-term grades are due in the Registrar's Office.*

The motion passed by a vote of 24 to 3.

Professor Idol then moved, seconded by Professor H. D. Adams, the urgent request for reconsideration of the freeze on funds for the purchase of books and periodicals. The motion read as follows:

*In view of the short publishing life of many books and periodicals and the necessity of having current material for adequate teaching and research, the Faculty Senate expresses its deep concern over the complete freeze on funds for new book and periodical purchases for the Library as part of the University's general out in the acquisition of new equipment. The Senate, therefore, recommends that the Administration authorize the release of part of these funds for urgently needed materials on a priority scale to be determined by the Director of the Library.*

This motion passed by unanimous voice vote.

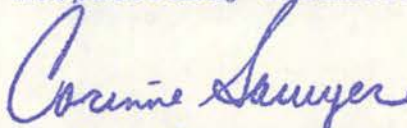
Professor V. S. Hodges presented and moved the adoption of, seconded by Professor K. Lehotsky, an amendment to the By-Laws of the Constitution of the Senate which asked for authorization to appoint an alternate for the Senator who represents any college or school which has but a single representative. As provided by the constitution, this amendment will come to a vote at the meeting of April 13.



President Prochaska then expressed his thanks to the Senate for cooperation throughout the year just passed and, this being the last meeting of the 1970-71 Senate, expressed thanks and appreciation to his officers and the chairmen of the standing and the ad hoc committees for their faithful and dedicated service throughout the year. Professor V. S. Hodges, seconded by Professor W. C. Whitten, moved a vote of thanks and appreciation in return for the outstanding service given the Senate and the faculty as a whole by President Prochaska; this motion passed unanimously with applause from the entire Senate.

The meeting was adjourned at 6:16 p.m.

Respectfully submitted,



Corinne Sawyer, Secretary

Absent: T. R. King; J. K. Johnson; M. K. Richardson; B. E. Gilliland;  
W. E. Castro; W. E. Gettys.



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# MINUTES OF THE MEETING OF THE FACULTY SENATE

April 13, 1971

Olin Hall Auditorium

The meeting was called to order at 4:17 and the minutes of the previous meeting approved as circulated. President Prochaska announced an informal social hour to be held immediately following the meeting so that new and old Senate members could meet and get acquainted.

President Prochaska reported that he had attended meetings of the Vending Machine Committee and of the Tri-Level Council. At the latter meeting, the question of a University Senate had been discussed; the consensus was that the Tri-Level Council now serves such a function and a separate body is not now needed. One move toward better coordinating the efforts of Student and Faculty Senates has already been taken; the Student Senate's committee chairmen will meet next year with their Faculty Senate committee chairman counterparts on a monthly basis, in the attempt to avoid the duplication of effort and occasional misunderstandings which have sometimes occurred in the past.

Retiring Vice-President M. W. Jutras, who represented the Faculty Senate on the University Union committee in the temporary absence of Professor V. S. Hodges, reported to the Senate on the changes announced last week in Union plans. Simply put, these represent a change in philosophy; a single Union building placed opposite the Library has been shelved in preference to a "Union Complex" which would make use of some already existing buildings for student organizational offices, a theatre, a ballroom, etc. It seems possible that with the new plan more of the facilities desired by the students will be made available, if building money is channeled into renovation and reconstruction of such sites as Johnstone Hall, the present YMCA, and portions of the Clemson House. The report concluded that the Faculty Senate should be well pleased with this shift in emphasis, since it embodies in it many of the ideas propounded in Senate discussions throughout the year. Professor Jutras added that, should there be funds left when the major student facilities are contracted, and should there be manifest interest, portions of the Clemson House may be renovated to serve the functions of a faculty club.

On the disposition of Senate resolutions, President Prochaska reported the printing of present graduation policies in the Clemson Newsletter. The establishment of a "faculty-student relations committee," or student grievance board, has been passed for discussion and comment to the Tri-Level Council. The suggested revision of the faculty manual prepared by Ad Hoc Committees A and B and approved by the Senate has been passed along to a special committee appointed by the administration; Professor M. W. Jutras, who served as chairman of Committee A, has been asked to serve on the special committee and will, at the request of the Senate, report on the progress of the manual revisions. Finally, with respect to Library funds, the Administration has allowed some relaxation of expenditures, and should any funds be restored by the State in sufficient time for use before the end of this fiscal year, the Library will receive high priority.



As prescribed by the Senate's constitution, the proposed amendment to the Constitution and By-Laws, which was introduced at the March 9 meeting by Professor V. S. Hodges, seconded by Professor K. Lehotsky, was reintroduced for action. The proposed amendment, to be inserted in Article II, Section 1 of the By-Laws of the Constitution and the By-Laws of the Faculty and Faculty Senate, between paragraphs 6 and 7, read:

*Colleges or schools with only one regular Senate member shall elect an alternate on a yearly basis. The alternate shall have the status of a full member at any Senate meeting attended in the stead of the regular member.*

The amendment passed by unanimous voice vote and will be brought before the entire faculty for consideration at the General Faculty Meeting in May.

For the Welfare Committee, its chairman Professor J. C. Mullins then moved, seconded by Professor J. A. Hash, the adoption of a resolution offering Senate support to the proposed amendment to the South Carolina Retirement Law (Section 61-114.1) which would remove one of the conditions required before a nominee of an employee could receive monthly allowances, instead of the accumulated contribution. Professor Mullins explained that this suggested change in the law is a first step toward improving the present retirement system and an important one; it has the enthusiastic backing of Clemson's Mr. J. B. Gentry. As finally presented, the motion read:

*The Faculty Senate supports the proposed amendment to section 61-114.1 of the South Carolina Retirement Law deleting the words "thirty-five years of creditable service, or after the attainment of age sixty with..." The Senate urges that the Administration render its support by contacting appropriate persons in the South Carolina State Legislature and presenting to them the reasons for this amendment."*

The motion passed by unanimous voice vote.

The final order of business was the election of new officers. The slate for the office of president as presented by the Advisory Committee was: J. C. Mullins; Corinne Sawyer, Corinne Sawyer was elected.

The slate for the office of vice-president was: J. D. Fulton; V. S. Hodges. Nomination from the floor added the name of J. C. Mullins. V. S. Hodges was elected.

The slate for the office of secretary was: N. D. Camper; Ruth L. Hays; F. J. Keller; and R. D. Shannon. F. J. Keller requested that his name be withdrawn from consideration. Ruth L. Hays was elected.

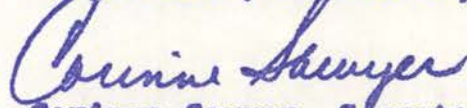
Nominations were then put forward for membership on the Advisory Committee for 1971-72. One person was nominated from each college. Elected by acclimation were: E. B. Rogers for Agriculture; V. S. Hodges for Architecture; J. A. Hash for Education; W. E. Castro for Engineering; K. Lehotsky for Forest and Recreation; E. A. Vaughn for Industrial Management and Textiles; E. P. Willey for Liberal Arts; Rose Godbout for Nursing; and D. R. LaTorre for Mathematics and Physical Sciences.



Professor V. S. Hodges then proposed a vote of thanks to the outgoing officers, with particular praise for the superior work done by retiring president, B. J. Prochaska, a motion passed by acclimation signified by applause.

The meeting adjourned at 5:12 p.m.

Respectfully submitted,



Corinne Sawyer, Secretary

Absent: N. R. Bauld; Rose A Godbout; D. R. LaTorre; and M. D. Sherrill.



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**CLEMSON UNIVERSITY**

**CLEMSON, SOUTH CAROLINA 29631**

**FACULTY SENATE**

**March 12, 1971**

**Dr. Victor Hurst  
Dean of the University  
Clemson University**

**Dear Dean Hurst:**

**Please find attached a copy of the completed recommendations of Ad Hoc Committee A of the Faculty Senate, which had as its responsibility the making of recommendations with respect to the revision of the Manual for Faculty Members. The recommendations being forwarded have been discussed at two special meetings of the Faculty Senate. After some compromise, all items were approved with little or, usually, no opposing votes. Considering that the Faculty Senate has fairly and accurately represented the Faculty in the past, the Faculty Senate strongly recommends, in behalf of the Faculty, that these proposed revisions be adopted and implemented.**

**Sincerely,**

**B. J. Prochaska  
President  
Faculty Senate**

**BJP/cas**

**cc: Dr. M. W. Jutras**

**Attachments**



## POLICY STATEMENTS

Each policy statement printed herein was initiated by the Faculty Senate, recommended by the Educational Council, then approved by the President and, when necessary, by the Board of Trustees.

### Coverage

These policies cover the following professional staff members: The President of the University, the Dean of the University, the Dean of Undergraduate Studies, the Dean of Graduate Studies and University Research, the Dean of University Extension, and the teaching and research faculty with the rank of professor, associate professor, assistant professor, or instructor, and the professional librarians.

## ACADEMIC FREEDOM

### Introduction

The faculty member is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

The faculty member is entitled to freedom in the classroom in discussing his subject, but he should be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

The college or university faculty member is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes

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special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman.

If the Administration of the University feels that a faculty member has not observed the admonitions of the third paragraph above and believes that the extramural utterances of the faculty member have been such as to raise grave doubts concerning his fitness for his position, it may proceed to file charges under Paragraph 5(c) of the Regulations on Academic Freedom and Tenure.

In interpreting the third paragraph above, the right of a faculty member to identify himself by his academic rank and institutional affiliation is recognized. The faculty member, in his extramural utterances, is bound by the strictures contained in that paragraph.

#### Foreword

These regulations are designed to enable Clemson University to protect academic freedom and tenure and the requirements of academic due process. The principles implicit in these regulations are for the benefit of all who are involved with or are affected by the policies and programs of the institution. The university is a marketplace of ideas, and it cannot fulfill its purposes of transmitting, evaluating, and extending knowledge if it requires conformity with any orthodoxy of content and method. In the words of the United States Supreme Court, "Teachers and students must always remain free to inquire, to study and to evaluate, to gain new maturity and understanding; otherwise our civilization will stagnate and die."

#### Regulations

##### 1. Statement of Terms of Appointment

- (a) The terms and conditions of every appointment to the faculty will be confirmed in writing, and a copy of the appointment document will be supplied to the faculty member. Any subsequent extensions or modifications of an appointment, and any special understanding, or any notices incumbent upon either party to provide, will be confirmed in writing and a copy will be given to the faculty member.

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- (b) With the exception of special appointments (for example: military personnel, post-doctoral research appointments, consultants, part-time appointments, adjunct professorships, and visiting professorships) clearly limited to a brief association with the institution, and reappointments of retired faculty members on special conditions, all full-time appointments to the rank of instructor or higher are of two kinds: (1) probationary appointments; (2) appointments with tenure. Tenure, having been granted, is continuous thereafter. A revocation of tenure must be treated as a dismissal under the terms of paragraph 5 below.
- (c) Except for faculty members who have tenure status, every person with a teaching or research appointment of any kind will be informed each year in writing of his appointment and of all matters relative to his eligibility for the acquisition of tenure.

## 2. Probationary Appointments

- (a) Probationary appointments may be for one year, or for other stated periods, subject to renewal. The total period of full-time service prior to the acquisition of tenure will not exceed 7 years, including all previous full-time service with the rank of instructor or higher in other institutions of higher learning (except that the probationary period may extend to as much as 4 years, even if the total full-time service in the profession thereby exceeds 7 years; the terms of such extension will be stated in writing at the time of initial appointment) [Effective Date: July 1, 1973]. Except as provided in Regulation 12, time spent on leave of absence will count as probationary period service, unless the individual and institution agree to the contrary at the time leave is granted.
- (b) Regardless of the stated term or other provisions of any appointments, written notice that a probationary appointment is not to be renewed will be given to the faculty member in advance of the expiration of his appointment, as follows: (1) Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least 3 months in advance of its termination; (2) not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminated during an
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academic year, at least 6 months in advance of its termination;  
(3) at least 12 months before the expiration of an appointment after 2 or more years of service at the institution. Clemson University will normally notify faculty members of the terms and conditions of their renewals by March 15; however, because the budget requires legislative approval, notification of salary may be delayed until after the General Assembly has acted. Nevertheless, each faculty member should be provided with a tentative salary figure by March 15.

3. Termination of Appointment by the Faculty Member

A faculty member may terminate his appointment effective at the end of an academic year, provided that he gives notice in writing at the earliest possible opportunity, but not later than April 15, or 30 days after receiving notification of the terms of his appointment for the coming year, whichever date occurs later. The faculty member may properly request a waiver of this requirement of notice in case of hardship or in a situation where he would otherwise be denied substantial professional advancement or other opportunity.

Persons failing to provide such notice within the stated time limit will forfeit all rights both to accrued annual leave and to monetary compensation for leave not taken except where the proper administrators have made an exception in particular instances. Faculty members should be aware that department heads and other administrators will be likely to note this breach of ethics in any letter of evaluation or recommendation.

4. Termination of Appointments by the University

- (a) Termination of an appointment with continuous tenure, or of a special or probationary appointment before the end of the specified term, may be effected by the University only for adequate cause.
- (b) If termination takes the form of a dismissal, it will be pursuant to the procedure specified in Regulation 5.
- (c) Where termination of appointment is based upon financial exigency, or bona fide discontinuance of a program or department of instruction, Regulation 5 will not apply, but faculty members shall be able to have the issues reviewed by the Welfare Committee of the Faculty Senate,

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with ultimate review of all controverted issues by the Board of Trustees. In every case of financial exigency or discontinuance of a program or department of instruction, the faculty member concerned will be given notice as soon as possible, and never less than 12 months' notice, or in lieu thereof he will be given severance salary for 12 months. Before terminating an appointment because of the abandonment of a program or department of instruction, the University will make every effort to place affected faculty members in other suitable positions. If an appointment is terminated before the end of the period of appointment because of financial exigency, or because of the discontinuance of a program of instruction, the released faculty member's place will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment and unless a reasonable time has elapsed within which to accept or decline it.

- (d) Termination of a tenured appointment, or of a nontenured or special appointment before the end of the period of appointment, for medical reasons, will be based upon clear and convincing medical evidence which shall, if the faculty member so requests, be reviewed by the Advisory Committee of the Faculty Senate before a final decision is made by the Board of Trustees on the recommendation of the President of the University.

#### 5. Dismissal Procedures

- (a) Adequate cause for a dismissal will be related, directly and substantially, to the fitness of the faculty member in his professional capacity as a teacher or researcher. Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens. A dismissal is the removal or discharge from his faculty position of a faculty member with tenure or of a faculty member with a special or probationary appointment before the end of the specified term of the appointment.
- (b) Dismissal of a faculty member with tenure, or with a special or probationary appointment before the end of the specified term, will be preceded by: (1) discussions between the faculty member and appropriate administrative officers looking toward a mutual settlement; (2) informal inquiry by the Welfare Committee of the Faculty Senate which may, failing to effect an adjustment, determine whether in its opinion dismissal proceedings should be undertaken, without its opinion being binding upon the President; (3) a statement of charges, framed with reasonable particularity by the President or his delegate.

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- (c) A dismissal, as defined in Regulation 5(a), will be preceded by a statement of reasons, and the individual concerned will have the right to be heard initially by the Advisory Committee of the Faculty Senate. A member of that committee will remove himself from the case, either at the request of a party or on his own initiative, if he deems himself disqualified for bias or interest. Each party will have a maximum of two challenges without stated cause. If such removals and challenges reduce the membership of the Advisory Committee below 5, the President of the Faculty Senate will appoint from the membership of the Senate sufficient members to raise the committee to 5.
- (1) Service of notice of hearing with specific charges in writing will be made at least 20 days prior to the hearing. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. If the faculty member waives a hearing, but denies the charges against him or asserts that the charges do not support a finding of adequate cause, the hearing committee will evaluate all available evidence and rest its recommendation upon the evidence in the record.
- (2) The committee, in consultation with the President of the University and the faculty member, will exercise its judgment as to whether the hearing should be public or private.
- (3) During the proceedings the faculty member will be permitted to have an academic advisor and counsel of his own choice.
- (4) At the request of either party or the hearing committee, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer.
- (5) A verbatim record of the hearing or hearings will be taken and a typewritten copy will be made available to the faculty member without cost to him, at his request.
- (6) The burden of proof that adequate cause exists rests with the University and shall be satisfied only by clear and convincing evidence in the record considered as a whole.
- (7) The hearing committee will grant adjournments to enable either party to investigate evidence concerning which a valid claim of surprise is made.
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- (8) The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence, and the Administration of the University will, insofar as it is possible for it to do so, secure the cooperation of such witnesses and make available necessary documents and other evidence within its control.
- (9) The faculty member and the Administration will have the right to confront and cross-examine all witnesses. Where the witness cannot or will not appear, but the committee determines that the interest of justice require admission of his statement, the committee will identify the witness, disclose his statement, and if possible provide for interrogatories.
- (10) In the hearing of charges of incompetence, the testimony shall include that of qualified faculty members from this or other institutions of higher education.
- (11) The hearing committee will not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
- (12) The findings of fact and the decision will be based solely on the hearing record.
- (13) Except for such simple announcements as may be required, covering the time of the hearing and similar matters, public statements and publicity about the case by either the faculty member or administrative officers will be avoided so far as possible until the proceedings have been completed including consideration by the Board of Trustees of the University. The President and the faculty member will be notified of the decision in writing and will be given a copy of the record of the hearing.
- (14) If the hearing committee concludes that adequate cause for dismissal has not been established by the evidence in the record, it will so report to the President. If the President rejects the report, he will state his reasons for doing so, in writing, to the hearing committee and to the faculty member, and provide an opportunity for response before transmitting the case to the Board of Trustees. If the hearing committee concludes that adequate cause for a dismissal has been established, but that an academic penalty less than dismissal would be more appropriate, it will so recommend, with supporting reasons.
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## 6. Action by the Board of Trustees

If dismissal or other penalty is recommended, the President will, on request of the faculty member, transmit to the Board of Trustees the record of the case. The Board of Trustees' review will be based on the record of the committee hearing, and it will provide opportunity for argument, oral or written or both, by the principals at the hearing or by their representative.

The decision of the hearing committee will either be sustained, or the proceedings returned to the committee with specific objections. The committee will then reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board of Trustees will make a final decision only after study of the committee's reconsideration.

## 7. Suspensions

Until the final decision upon termination of an appointment has been reached, the faculty member will be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to himself or others is threatened by his continuance. Before suspending a faculty member, pending an ultimate determination of his status through the institution's hearing machinery, the Administration will consult with the Advisory Committee of the Faculty Senate. Suspension is appropriate only pending a hearing; a suspension which is intended to be final is a dismissal, and will be dealt with as such (see Regulation 5). Salary will continue during the period of suspension.

## 8. Terminal Salary or Notice

If the appointment is terminated, the faculty member will receive his salary or notice in accordance with the schedule of notice to which he is entitled under Regulation 2(b), or, if he has tenure, for at least one year. This provision for terminal notice or salary need not apply in the event that there has been a finding that the conduct which justified dismissal involved moral turpitude. On the recommendation of the faculty hearing committee or the President, the Board of Trustees, in determining what, if any, payments will be made beyond the effective date of dismissal, may take into account the length and quality of service of the faculty member.

## 9. Academic Freedom

All members of the faculty, whether tenured or not, are entitled to academic freedom as set forth in the statement on academic freedom above specified.



10. Termination Involving Academic Freedom of Nontenured Faculty

If a faculty member on probationary or other nontenured appointment alleges that considerations violative of academic freedom significantly contributed to a decision not to reappoint him, his allegation will be given preliminary consideration by the Welfare Committee of the Faculty Senate, which will seek to settle the matter by informal methods. His allegation shall be accompanied by a statement that he agrees to presentation of such reasons as the University may allege in support of its decision. If the difficulty is unresolved at this stage, and if the committee so recommends, the matter will be heard in the manner set forth in Regulations 5 and 6, except that the faculty member making the complaint is responsible for stating the grounds upon which he bases his allegations, and the burden of proof shall rest upon him. If he succeeds in establishing a prima facie case, it is incumbent upon those who made the decision not to reappoint him to come forward with evidence in support of their decision.

11. Administrative Personnel

The foregoing regulations apply to administrative personnel who hold academic rank, but only in their capacity as faculty members. Where an administrator alleges that a consideration violative of academic freedom significantly contributed to a decision to terminate his appointment to his administrative post, or not to reappoint him, he is entitled to the procedures set forth in Regulation 10.

12. Political Activities of Faculty Members

Faculty members, as citizens, are free to engage in political activities. Where necessary, leaves of absence may be given for the duration of an election campaign or a term of office, on timely application, and for a reasonable period of time. The terms of such leave of absence shall be set forth in writing, and the leave will not affect unfavorably the tenure status of a faculty member, except that time spent on such leave will not count as probationary service unless otherwise agreed to (see the Policy on Political Activity).



## FACULTY ETHICS

In the enforcement of ethical standards, the academic profession differs from those of law and medicine, whose associations act to assure the integrity of members engaged in private practice. In the academic profession the individual institution of higher learning provides this assurance and so should normally handle questions concerning propriety of conduct within its own framework by reference to a faculty group.

I. The faculty member, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities placed upon him. His primary responsibility to his subject is to seek and to state the truth as he sees it. To this end he devotes his energies to developing and improving his scholarly competence. He accepts the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. He practices intellectual honesty. Although he may follow subsidiary interests, these interests must never seriously hamper or compromise his freedom of inquiry.

II. As a teacher, the faculty member encourages the free pursuit of learning in his students. He holds before them the best scholarly standards of his discipline. He demonstrates respect for the student as an individual, and adheres to his proper role as intellectual guide and counselor. He makes every reasonable effort to foster honest academic conduct and to assure that his evaluation of students reflects their true merit. He respects the confidential nature of the relationship between professor and student. He avoids any exploitation of students for his private advantage and acknowledges significant assistance from them. He protects their academic freedom.

III. As a colleague, the faculty member has obligations that derive from common membership in the community of scholars. He respects and defends the free inquiry of his associates. In the exchange of criticism and ideas he shows due respect for the opinions of others. He acknowledges his academic debts and strives to be objective in his professional judgment of colleagues. He accepts his share of faculty responsibilities for the governance of his institution.

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IV. As a member of his institution, the faculty member seeks above all to be an effective teacher and scholar. Although he observes the stated regulations of the institution, provided they do not contravene academic freedom, he maintains his right to criticize and seek revision. He determines the amount and character of the work he does outside his institution with due regard to his paramount responsibilities within it. When considering the interruption or termination of his service, he recognizes the effect of his decision upon the program of the institution and gives due notice of his intentions.

V. As a member of his community, the faculty member has the rights and obligations of any citizen. He measures the urgency of these obligations in the light of his responsibilities to his subject, to his students, to his profession, and to his institution. When he speaks or acts as a private person he avoids creating the impression that he speaks or acts for his college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the faculty member has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

VI. Except by agreement with the University a faculty member should not leave his position during an academic year for which he holds an appointment.

#### HOURS OF WORK, HOLIDAYS, AND LEAVE

##### General Conditions

The deans of the colleges and schools and the Director of the Library shall be responsible to the Dean of the University for administration of these policies in their respective areas.

As far as possible leaves shall be granted in accordance with preference of individual faculty members. However, they shall be scheduled by administrators to assure efficient operation.

Faculty members scheduled to work less than on a full-time basis shall have proportionate benefits. A day (or fraction thereof) of leave for any faculty member shall be the same length as his scheduled day (or fraction thereof) of work.

Annual leave or sick leave shall be charged only for absence on days when the faculty member is scheduled to work.



## Normal Work Schedule

Members of the professional staff covered by these policies are expected to give freely of their time, energy, and ability to furthering the aims and purposes of the University and to the accomplishment of their work. Because of the peculiar requirements of various positions, some variation in work schedules is normal.

Except for formally scheduled classes and other activities, work schedules of full-time teachers are necessarily flexible, and discretion must guide their use of time in extra-curricular and other duties related to proper professional service as teachers. Similarly, those in administrative positions and those employed for full-time research or part-time teaching and part-time research have work demands that do not conform to hourly schedules, and discretion must guide their use of time.

Because of the long schedule of hours the library must operate to render its service, professional librarians must adapt to work loads distributed over a seven-day week. Their total work loads should be compatible with those of other professional personnel.

## Holidays

For all regular employees the University shall observe New Year's Day, Independence Day, Thanksgiving Day, and Christmas Day as official holidays by closing all offices and suspending all operations except where continuous operation of service is essential. Summer session classes, however, are normally scheduled on Independence Day, and teachers are expected to meet those classes.

When an official holiday falls on Sunday, the Monday following shall be observed.

Normally a holiday occurring at the beginning, at the end, or within a faculty member's annual leave shall not be charged as a day of leave.

In addition to the four official holidays, special holidays may be proclaimed by the President at such time as deemed appropriate.

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Those members of the teaching faculty employed for the regular academic session and professional librarians may observe such student holidays listed in the University catalog for the academic year when their department heads determine they are not needed for University duties.

#### Annual Leave (Vacation)

The employment of full-time members of the teaching faculty for the regular academic session presumes ample time for vacation in the summer interval between sessions, at the Christmas interval between semesters, and during the spring vacation. No additional annual leave is provided. Teachers may be called to return to active duty sufficiently in advance of the opening of a new session for preparation for that session.

For faculty members employed for 12 months the following policy statements on annual leave (vacation) will apply:

The leave year shall begin on January 1 and end on December 31.

Annual leave (vacation) with pay shall accrue at the rate of 18 working days per year, but not more than 18 days may be carried forward into a new leave year except for the special purposes of professional improvement as outlined below.

With the written approval of the proper administrative authorities, annual leave may be accrued for the purpose of professional improvement up to 66 working days. This leave may be taken to pursue an approved program of study, research, or travel and shall be granted only when such leave will not interfere with the regular performance of duties of the faculty member. Requests for leave must be accompanied by a proposed plan of study, research, or travel, and a record of leave accrual, approved annually by the applicant's administrative head.

Leave accrues continuously at the rate of 1½ days per month. Emergency leave may be authorized by the proper administrative authorities, and advance leave up to 9 working days may be taken without loss of pay. In the event a faculty member resigns with a negative leave balance, his final pay check shall be reduced by the value of the leave taken in excess of the amount accrued.

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Requests for use of annual leave (vacation) must be submitted far enough in advance of actual need to assure prior approval by proper administrative authorities. Vacations shall be scheduled during periods of low workload to the extent practicable and shall be distributed in a manner to promote efficient operation of each activity.

Annual leave shall not be used for absence due to illness unless all accumulated sick leave has been exhausted, after which accrued annual leave may be utilized.

Annual leave shall accrue to a faculty member while in a leave-with-pay status, provided he returns to duty. Annual leave does not accrue during periods of leave without pay, or during terminal leave.

A faculty member on continuous employment who resigns after 6 months, or who is terminated without prejudice after 6 months, shall be paid the value of annual leave earned but not taken. This may be accomplished by delaying the official termination date of pay, provided that persons retiring shall complete their terminal leave prior to the effective date of retirement and, further, that terminal leave shall not extend from one fiscal year to the next without prior approval of the proper administrative authorities.

#### Sick Leave

The leave year shall begin on January 1 and end on December 31.

Sick leave for faculty shall accrue at the rate of 15 working days per year, beginning with the first full month of employment, but no more than 90 days may be carried forward into a new leave year.

Sick leave shall be granted to a faculty member only when he is incapacitated for performance of duty due to injury or to illness or for medical, dental, or optical examination or treatment or when, through exposure to contagious disease, the presence of the faculty member at work might jeopardize the health of others.

Sick leave shall not be used for a vacation, nor any personal emergency, nor for absence during the 3 final months of pregnancy nor during convalescence therefrom.

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Annual leave shall not be granted in cases of absence due to illness or injury while there remains an unused balance of sick leave. When the illness of a faculty member extends beyond his available sick leave, annual leave credits may be applied to the extent available. Days lost due to illness after exhaustion of both annual and sick leave credits shall be without pay provided, however, that in highly meritorious cases, upon approval of proper administrative authorities and where there is a strong likelihood that the faculty member will return to active duty within the near future, he may borrow up to 12 months' accrual of sick leave and up to 12 months' accrual of annual leave after existing credits are exhausted. Should he terminate his employment before earning the leave advanced to him, his final pay check shall be reduced by the value of the amount of excess leave taken.

A faculty member absent due to illness or injury shall notify his administrative superior as soon as practicable.

When sickness occurs within a period of annual leave and continues 2 or more consecutive days, the period of illness may be charged to accumulated sick leave and the charge against the annual leave reduced accordingly. Application for such substitution of sick leave for annual leave shall be made within 10 days after return to duty.

A faculty member sustaining an employment injury or disease shall have the option to be granted sick leave to the extent of his accumulated total, irrespective of whether or not the disabling condition is compensable under the Workmen's Compensation Act. If in such cases sick leave is granted and if compensation for salary lost during such sick leave period is awarded to the faculty member by the Industrial Commission, the University shall be reimbursed in the amount of that compensation for days of absence for which he was also paid by the University, and sick leave credit shall be restored to the employee's credit in proportion to the amount of reimbursement to the University.

Sick leave shall accrue to a faculty member on a leave with pay provided he returns to duty on schedule. However, sick leave shall not accrue to a faculty member on terminal leave, or on leave without pay.

Accrued sick leave is forfeited upon termination of employment with the University.

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### Maternity Leave

A faculty member will be granted up to 6 months' maternity leave without pay. The request for leave should be submitted if possible at least 30 days prior to the date on which the leave is to commence. The faculty member must notify the proper administrative head at least 30 days prior to return to work. The faculty member is expected to coordinate the leave time to create as few administrative problems as possible.

Arrangements may be made with the Director of Personnel for maintaining group insurance policies while on maternity leave.

While on maternity leave no sick or annual leave is accrued.

### Leave for Voting

While the University does not observe regular election days as official holidays, each faculty member who is eligible to vote in a primary or general election may be authorized time off from his duties, with pay, for the purpose of voting provided it is not possible for him to do so before or after normal working hours. Such authorization must be obtained in advance of actual time off. This absence will not be charged to annual leave, but the maximum allowance for voting shall be one-half day.

### Leave for Attendance in Court

When a faculty member is subpoenaed in litigation as an individual, and not in his official capacity, the time taken from his work shall be charged as annual leave or leave without pay, as appropriate.

When, in obedience to a subpoena or other legal direction by proper authority, a faculty member appears to testify, or to serve as a witness, or to serve on a jury for the Federal Government, for the State of South Carolina, or for one of its political subdivisions, he shall be granted leave with pay for the necessary period of time, which may be recorded as "Court Leave."

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## Military Leave

In accordance with State law, a faculty member is entitled to a maximum of 15 calendar days with pay in one year for active duty or training with the Armed Forces of the United States or the South Carolina National Guard. These 15 days need not be consecutive and may involve more than one tour of active duty. Such duty or training should be arranged to be of least interference with regular duties. It is expected that for teaching members of the faculty duty or training would be arranged not to interfere with teaching duties.

A faculty member is normally entitled to leave without pay during a period of mandatory extended active military duty. In such cases, if the State Retirement Board approves, the member may continue to make contributions to the South Carolina Retirement System through the University. He may return to active employment with the University in a comparable position to that held at the time such leave was granted, provided:

- (a) His separation from service was under honorable conditions.
- (b) His physical and mental capacities remain adequate for the position.
- (c) His application for re-employment is made within 60 days after his release from service.

## Extended Leave Without Pay

Extended leaves of absence without pay may be granted by the President of the University under circumstances wherein the best interests of the University would be served through granting such leave. Authorization may be considered in such cases as:

- (a) Absence due to mandatory service in the armed forces of the United States.
  - (b) Absence for advanced academic training, research, or other experience which leads to increased competence and promotes the interests of the University as well as those of the faculty member.
  - (c) Absences necessary due to prolonged illness or for personal reasons when such absences extend beyond available annual leave or sick leave.
  - (d) Extension of maternity leave beyond 6 months.
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The granting of leave without pay is a matter of administrative discretion. The approval channels for request for leave without pay shall be the same as for other regular personnel actions.

Although annual leave and sick leave do not accrue during periods of leave without pay, accumulated totals are not forfeited.

A member of the faculty who has acquired tenure shall retain his tenure status during any period of leave; however, time on leave without pay may not be counted toward acquiring tenure.

If the State Retirement Board approves, the member may continue to make contributions to the South Carolina Retirement System through the University while on extended leave without pay. Arrangements must be completed in advance through the University Director of Personnel.

A faculty member who is granted leave and who decides not to return to Clemson University has an obligation to give the University at least 6 months notice of this fact.

#### Sabbatical Leave

Sabbatical leave may be granted by the President of the University to members of the faculty with the rank of associate professor or professor in recognition of outstanding service and scholarly achievement in teaching and/or research. Such leave is to be used for further professional study or improvement.

A request for sabbatical leave shall be made in writing through regular channels and shall be accompanied by a statement of the purpose for which leave is requested.

Applications for sabbatical leave will be considered only from faculty members who have completed at least 6 years of full-time service with the University.

Application may be made for sabbatical leave for up to one full year (12 months) on one-half regular salary, or up to one-half year (6 months) on full regular salary.

Granting of sabbatical leave is directly dependent on work loads, budget restrictions or limitations, and other conditions that might prevail. Therefore it is a matter of administrative discretion.

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Sabbatical leaves of absence when approved are granted in good faith. A faculty member is expected to return to active service with the University when such leave has ended. Following a sabbatical leave of absence with pay the faculty member shall return to active service with the University for at least one contract year or refund the money received from the University during his leave, if the University so requests.

#### Leave During Summer Sessions

Because of the varied nature of the employment arrangements, no detailed provision is made for any leave benefits for members of the teaching faculty while teaching in a summer session. In the event of illness or some other emergency causing absence from duty, the determination of the extent of such absence allowed without a reduction in summer compensation shall be made by a committee of five, subject to the approval of the Dean of the University, who shall appoint the committee. The amount of reduction in summer compensation because of excessive absence shall also be determined by this committee, subject to the approval of the Dean of the University.

### FACULTY APPOINTMENTS AND PROMOTIONS

#### General Qualifications

In accepting an appointment to the faculty of Clemson University a faculty member must realize that to be worthy of his appointment and to merit advancement he must have notable intellectual capacity and sustained interest in a life of study for continuous mastery of his field, whether he is appointed primarily for teaching, research, public service, or administration.

The effectiveness of the individual's work is influenced by his knowledge of subject matter, intellectual capacity, judgment, professional and personal stature, qualities of leadership, productivity in research and other creative areas, professional development, publications, professional interest in his technical societies, and by the nature and responsibility of his services to other areas of the University. While the scheduled instructional program and the organized research project are of vital importance, effective teaching extends beyond the classroom and the scientific approach extends beyond the laboratory and research project.

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All faculty members are expected to keep abreast of current professional developments in their respective fields, to take part in committee work and student counseling, and to perform administrative duties as may be assigned to them. Moreover, many faculty members will be encouraged to perform certain public service functions.

It is the responsibility of department heads to keep all members of their respective staffs clearly informed at all times of the duties required or expected of them.

#### Bases for Appointments and Promotions

Appointments to the faculty or promotion from one academic rank to another shall be based primarily on education, experience, effectiveness of performance, and on recognition of special merit in some or all of the activities listed above under "General Qualifications." Nonetheless, promotion may be prejudiced by undesirable traits of personality and character. The criteria for recognition and evaluation of merit shall become progressively more exacting from lower to higher academic ranks. Promotion to the rank of professor shall be reserved to those members who have demonstrated outstanding performance in their respective fields.

Training and experience are rather generally recognized in the educational world as basic requirements for appointments and promotions. They are also recognized by Clemson but not with the rigidity so often found in automatic promotion plans. The plan at Clemson is not automatic, but the University does subscribe to the belief that the alert and progressive faculty member will benefit from his experience, and that graduate study gives the faculty member increased knowledge of his subject matter and broadened perspective of his field. Although it is not an all-important factor in promotions, it is definitely expected that each faculty member will endeavor to earn the terminal degree in his respective field. To meet the requirements for appointment and promotion, faculty members should have earned degrees from institutions of recognized standing and should hold degrees in subject fields properly associated with the curriculum area in which they teach or work.

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## Personnel Evaluation Program

In 1955, the Board of Trustees directed the implementation of a program of annual evaluation of the instructional staff, the research staff, and the administrative staff in academic and research areas.

Insert on page  
21, just in front  
of section on  
'Procedures for  
Appointments &  
Promotions'.

Under the program, the department heads complete personnel evaluation forms on all members of their staffs annually. These are reviewed by the deans of the colleges and schools (and directors where appropriate) who, in consultation with the department head and directors, will indicate any differences of opinion on the original ratings. Completed forms are transmitted to the office of the Dean of the University where they become part of a confidential personnel information file. Separate forms are used for instructional staff, research staff, and administrative staff.



As is implied above in the section on "General Qualifications," the qualities to be recognized through appointments and promotions extend far beyond, and in some cases may be independent of, the possession of advanced degrees and years of experience. These important though less tangible factors can be regularly evaluated but can hardly be meaningfully enumerated on a rank-by-rank basis. The omission of such a rank-by-rank statement of policy on intangible factors is not intended in any way, however, to minimize their importance.

#### Procedures for Appointments and Promotions

In cases of promotions, renewal of appointments, or granting of tenure, the department head and a faculty committee, normally composed of the faculty members having the rank of professor in that department, shall make recommendations to the dean of the college or school. Should the recommendations of the department head and those of the committee differ, both recommendations shall be transmitted to the dean.

Since the qualifications and effectiveness of a faculty member are best judged by his colleagues, departmental level recommendations regarding promotions, renewal of appointments, or granting of tenure should be implemented to the extent allowed by budgetary restrictions or limitations.

Deans and department heads shall have conferences with faculty members for discussions of evaluations so that individuals are aware of the status of their professional development.

#### RETIREMENT

It is the policy of the Board of Trustees of Clemson University that all employees of the University, both academic and non-academic, shall be retired at age 65.

In the operation of this policy an employee who has reached the age of 65 may be retained in service beyond age 65 under the following conditions:

1. Upon his request for and the endorsement of his dean or director, and with the approval of the appropriate executive officer and the President, he may be continued in service beyond age 65 until the end of the calendar quarter, or the end of the semester in which he becomes fully insured under the Old Age and Survivors Insurance provisions of Title II of the Federal Social Security Act, as amended.

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2. An employee may be continued through the end of the academic or fiscal year in which he attains the age of 65 years; the employee will be informed by his dean or director in writing at least 90 days before his sixty-fifth birthday as to whether or not his employment will continue past his sixty-fifth birthday.

3. With the approval of the Executive Committee of the Board of Trustees, an employee may be continued in service until he reaches the age of 70, upon written justification for each year of continued service.

Faculty members wishing to continue their teaching or research duties, full or part time, for one year after their normal retirement date should so notify their dean or director in writing no later than 12 months in advance of such date.

The employee will be notified in writing of the final action on his request at least 90 days prior to his normal retirement date.

Individuals who are employed for one year past their normal retirement date will be given an annual appointment.

Request for continuance of duties beyond the first year will be made in writing by the individual to his dean or director at least 6 months prior to the termination of the appointment. The employee will be notified at least 90 days in advance of the termination whether his appointment will be renewed for another year.

Individuals who have requested a continuance of duties after 65, and who have been granted such a continuance by the University on the basis of mutually agreed upon conditions of work load and remunerations, should be subject to no other restrictions or limitations than those which pertain to annual appointments.

NOTE: For additional information including retirement before age 65, see sections of the manual on the State Retirement System or on Clemson participation in Social Security.



## FACULTY PARTICIPATION IN THE SELECTION OF ACADEMIC ADMINISTRATORS

Since academic administrators form the communications link between the individual faculty member and the Board of Trustees, any situation which leads to increased understanding and cooperation between the faculty member and academic administrators works to the advantage of the individual and the University. Active participation by the faculty in the selection of these administrators provides the faculty member with a sense of participation in the decision-making process which has a direct influence on his professional life and, in addition, makes effective utilization of the total intellectual resources of the University. When a vacancy in an academic administrative position occurs, an appropriate faculty committee shall be formed to participate in the selection of a person to fill that position.

## POLITICAL ACTIVITIES OF FACULTY AND STAFF

As responsible members of their community, Clemson employees naturally undertake civic duties and participate in community political life. The University is pleased that they do. The university policy related to such matters is that any faculty or staff member who seeks election to state or federal government political office shall be granted and shall take leave without pay commencing on or before the date on which he officially becomes a candidate. Candidacy is official when a filing fee is paid or a selection is made in a convention. If elected, then the individual must submit his resignation to the University.

This policy also applies to any faculty or staff member who seeks election to county, municipal, or other local offices, the duties of which vest in the office holder an exercise of control over the University or any of its activities through financial support, direction of academic, research, or public service functions, or employment of personnel. Thus the holding of county, municipal, and other local offices is permitted with the above exceptions. Naturally, the holding of such an office must not conflict with the performance of the faculty or staff member's assigned University duties (see section on Policy Governing Outside Work By Faculty Members).

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## OUTSIDE WORK BY FACULTY MEMBERS

Each full-time faculty member at Clemson accepts his appointment with the understanding that his primary employment responsibility is to the University. The University encourages faculty members to offer professional advice concerning the development of the natural resources of the State, or new products, or new scientific apparatus and techniques; to conduct research and to prepare and publish results of their studies; to make addresses on subjects in which they are qualified and which are of interest to the public; and to serve as officers or as members of committees of learned and scientific societies. Such activities are not normally considered as outside work.

Ordinary private business of members of the faculty, such as the investing of money or the hiring of labor in private undertakings, is not considered to fall within the purview of regulation by the University, provided the business is of such a character as not to damage in any way the prestige of the University, and provided it entails no loss of time or efficiency in the performance of University duties. When a University faculty member undertaking or engaging in government-sponsored work has a significant financial interest in, or a consulting arrangement with, a private business concern, it is important to avoid actual or apparent conflicts of interest between his government-sponsored University research obligations and his outside interests and other obligations. When the faculty member engaged in government-sponsored research also serves as a consultant to a Federal agency, his conduct is subject to the provisions of the Conflict of Interest Statutes (18 U. S. C. 202-209 as amended) and the President of the United States' Memorandum of May 2, 1963, Preventing Conflicts of Interest on the Part of Special Government Employees. Copies of these publications are available from the Dean of the University.

Occasions may arise when it will be mutually beneficial to the University and to the faculty member for the latter to accept remunerative part-time employment on or off the campus. The purpose of this policy statement is to establish principles which will guide faculty members when cases of this nature arise. The principles are:

1. A member of the faculty who desires to engage in work outside his regular duties shall do so only after obtaining the approval of his immediate supervisor, and the dean of the respective college or school.

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2. Outside employment must not interfere with full and proper performance of University duties, and shall not in any way militate against the best interest of the University.
3. The University cannot accept legal responsibility for privately initiated work.
4. University equipment and supplies, and University clerical service, may not be used in the furtherance of outside work for pay except in highly unusual cases and following approval by appropriate administrative officials and written approval by the President of the University.

#### TITLES OF EMERITUS

In recognition of faithful service Clemson University shall confer the title of Emeritus on professors, associate professors, and assistant professors who, at the time of their retirement from the University, are serving in that capacity and who shall have had a minimum of 15 years of academic service, ten of which shall have been served at Clemson. In further recognition, a scroll expressing the appreciation of the University for his faithful service shall be given to the individual, and his name shall appear in the University catalog under a separate heading.

In the event an individual has a combination of service on the faculty and in the extension service which would qualify him for Emeritus recognition but does not meet the requirements of the above paragraph, he shall be regarded as deserving Emeritus recognition, and the Administration shall designate the Emeritus title most appropriate to his service.

#### POLICY AND PROCEDURES FOR SELECTING HONORARY DEGREE RECIPIENTS

##### Principles

Honorary degrees will be conferred in recognition of eminent achievement in scholarship or of high distinction in public service. The awarding of honorary degrees will be regarded as a method by which the University expresses its ideals and recognizes exceptional attainments.

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## Procedures for Nominating Candidates

Nomination of candidates for honorary degrees may be made by any interested person by submitting in written form the accomplishments of the nominee to the President of the University.

## Procedures for Selecting Candidates

A committee is established consisting of the President of the University, who shall serve as Chairman; the President of the Faculty Senate, who shall serve as Secretary; and the two immediate past presidents of the Faculty Senate, currently in the employ of Clemson University. The Committee shall be subject to the call of the President of the University, and shall submit its recommendations for the awarding of honorary degrees to the Board of Trustees for approval. Consideration for the awarding of honorary degrees will be limited to occasions of special significance to the University, when the awarding would clearly express the ideals of the University or recognize exceptional attainment.

## PATENTS

### PREAMBLE

Clemson University recognizes that research and scholarship should be encouraged as such without regard to potential gain from royalties or other such income; however, the University also recognized that patentable inventions and discoveries may arise from staff research. The policies governing the administration of such inventions should provide adequate recognition and incentive to inventors and at the same time assure that the University will share in the rights pertaining to inventions in which it has an equity.

### PATENT POLICY

#### Patent Committee

A Patent Committee shall be appointed by the President of Clemson University and it shall consist of 9 members, at least 5 of whom shall be from the faculty and the remaining from administrative personnel. The Vice-President for Business

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and Finance shall serve as chairman. All members except ex-officio members shall be appointed for 3 year terms. The original appointments to the Committee shall be made in such a manner that the term of office for an equal number of members, except ex-officio members, will expire each year. The functions of the Committee shall be three-fold:

- (1) It shall evaluate each patent proposal prepared by a faculty member and then recommend whether the institution should accept the proposal and attempt to obtain the patent.
- (2) It shall recommend the equity of the institution and the inventor within the limits specified below.
- (3) It shall recommend how the patents of Clemson University shall be assigned.

#### Rights of the Institution in Patents

The rights of the institution in patents arising from research will vary depending on the proportionate contribution of the institution to the performance of the research projects or the type of contract agreed upon with cooperating agencies. The research project will vary from projects wholly financed by the institution or institution-administered funds to projects which received no significant support from the institution.

#### Projects Financed by the Institution

Patents which arise from research projects financed wholly by University-administered funds (except those described below) shall be the complete property of the institution and subject to such negotiation or transfer of ownership as the institution desires. If the Committee decides to recommend the pursuit of a patent, the inventor shall assign the patent or invention to the University or its agent and, unless there are unusual equities, the Committee shall (1) if the patent is obtained through a research foundation acting as agent for the University, recommend that allowance be made for 15% of the gross income from the patent or invention to be paid directly to the inventor or inventors, or (2) if the patent is obtained by the University that, after cost of securing the patent has been recovered by the University, an amount not to exceed 50% of the net receipts received by the University be paid by the University to the inventor or inventors.

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In the event that a patent proposal is not accepted by the institution in a reasonable period of time as determined by the Patent Committee, the Committee shall recommend that the rights to the possible patent be released by the University to the individual inventor.

Since Clemson University is a public institution, it must be recognized that certain inventions should be public property and not subject to private development. In such cases the Patent Committee will so recommend, and after proper approval the individual inventor will be notified that he has no equity.

#### Projects Financed by Sponsored Research

Certain sponsored research may be covered by contracts which provide that all patent rights belong to the sponsor. If the sponsoring agencies do not wish to retain the patent rights, they may release all or any portion of the rights to the University, in which case the policies outlined above will apply.

#### Projects in Which the University May Have No Claim

(a) The University may have no claim to inventions and/or patents produced solely by a member of the staff or by a student who has made no significant use of University equipment and has received no financial support from University-administered funds in the research on which the proposed patent is based. Payment of salary for normal academic work including graduate fellowships, or provision of normal academic environment, cannot be claimed as grounds for equity by the University in such inventions and/or patents.

(b) If it is determined that the University has no claim to the invention, the Committee will assist the inventor to the extent mutually agreeable to the parties concerned.

(c) Special cases arising which are not covered by the above statements or which arise because of a conflict of interest shall be considered by the Patent Committee and an appropriate recommendation submitted to the University Administration.

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## RESEARCH FOUNDATION

The University may assign all patents in which it has equity to a non-profit research foundation or corporation\* and this foundation will be responsible for ownership and management of the inventions and/or patents. The research foundation shall agree to pay the inventor an agreed-upon percentage of moneys received as a result of ownership and management of any invention, patent, or patent application. Any profits accruing to the University shall be used in furtherance of research.

The research foundation\* shall finance and conduct the necessary proceedings for obtaining the patents.

## GRIEVANCE PROCEDURES

Faculty members are provided with several procedures for handling of grievances. The following procedures may be elected, or the faculty member may wish to use the procedures outlined under "Academic Freedom."

A. Adequate Provisions for the Protection of Complainants, Employees, Witnesses, and Representatives from Interference, Harassment, Intimidation, and Reprisal

All employees shall be free from any or all restraint, interference, coercion, or reprisal on the part of their associates or supervisors in making any complaint or appeal, in representing a complainant, in appearing as witnesses, or in seeking information in accordance with these procedures. The above principles apply with equal force after a complaint has been adjudicated. Should these principles be violated, the facts shall be brought to the attention of the appropriate Vice-President or his designated repre-

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\*The Research Corporation of New York is designated as the corporation acceptable to the University for this assignment.

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sentative by the appellant, his representative, or the person affected, so that appropriate action may be initiated.

B. Procedure for Resolution of Informal Complaints

Each Vice President or his designated representative will act in an effort to mediate and conciliate informal complaints. However, informal complaints shall be adjudicated generally at the immediate supervisory level. If the complainant is not satisfied with the decision at this level, he may proceed through established administrative channels to the next higher level. Any informal complaint not adjudicated to the complainant's satisfaction by an appropriate administrator shall be forwarded through established administrative channels to the appropriate Vice-President.

All informal complaints will be heard and a decision will be made by each supervisor within 5 workdays after receipt of each complaint. If no decision is rendered the complainant within this time limit, it shall constitute justification for the complainant to proceed to the next higher supervisory (or administrative) level.

In any case where the complainant feels that he cannot present his complaint, or would not receive proper consideration of his complaint at the immediate supervisory level, he may, without prejudice, move up the supervisory channel to any level or directly to the Vice-President involved, provided, he notifies his immediate supervisor of his intention to make his complaint to higher authority.

C. Procedure for Consideration of Formal Complaints

If the informal procedures do not produce a result satisfactory to the complainant, or if the complainant does not desire to follow the informal procedure, he may file a formal complaint.

Personnel employed by the University will use the following procedure to register a formal complaint:

Any employee who wishes to register an official grievance, including a discrimination complaint, should write and deliver it to his immediate supervisor. If the immediate supervisor

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cannot satisfy his complaint, he should be referred to the next supervisory level. This procedure, when followed in this manner, will go to the department head or, if necessary, to the Vice President in charge of the area in which the employee works.

However, a statement from the complainant describing the nature of the complaint in more specific detail may be required by his immediate supervisor or by any other administrator having personnel responsibility.

1. Who May File. A complaint may be filed by any employee, former employee, or applicant for employment in any division of the University, who believes that discrimination in employment is in practice against him or that an employment practice has resulted or will result in discrimination in employment against him. A complaint of general discriminatory employment practices may also be filed by any employee, former employee, or applicant for employment, or by an organization, provided, however, that upon request of the appropriate Vice President the complainant shall furnish to him the names of individuals who are adversely affected by those practices.

2. Right of Representation. A complainant may designate in writing an individual or an organization to represent him in the processing of his complaint, and is entitled to the advice of counsel (at his cost) at all stages in the proceeding. If the representative designated by the complainant is an employee of the University, such employee, as well as an employee-complainant, shall have a reasonable amount of official time with pay, if he is in pay status, for the purpose of appearing at any hearing on the complaint or conciliation effort. The rights and privileges set forth in this paragraph shall also be available to any person whose alleged conduct is the cause of the complaint. Clemson University will not be responsible for the cost of counsel, except that, when the decision of the Grievance Committee is in favor of the complainant the University will reimburse the complainant for cost of counsel.

3. Where Filed. Formal complaints by others on behalf of employees of the University, or by other qualified complainants, should be filed in writing with the Personnel Director of Clemson University, at his office. The Personnel Director shall forward such complaint for action to the appropriate Vice President within 5 days after its receipt. In the event the complaint is not resolved by

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the Vice President (or his designee) to the satisfaction of the complainant, or if the complaint is not resolved within 30 days, the complainant may, within 5 days thereafter, request a hearing before the Grievance Committee of the University. Such hearing will be scheduled by the Personnel Director within 30 days after receiving the complainant's request. However, if, at the time of filing the formal complaint, the complainant requests a hearing before the Grievance Committee, such hearing will be scheduled within 30 days.

4. When Filed. A complaint shall be submitted within 90 days of the conduct giving rise to the complaint.

5. Hearing. A complainant filing a formal complaint may request a hearing which shall be transcribed or recorded. The hearing shall be conducted within 30 days from the date it is requested, during regular working hours in the county or vicinity where the alleged discrimination occurred, or at a time and place agreed to by the appropriate Vice President (or his designee) and the complainant. The employee and his immediate supervisor shall be notified at least 5 days in advance of the time and place of the hearing before the Grievance Committee. The complainant, any member of the Grievance Committee, and/or any person whose alleged conduct is the cause of the complaint shall have the right to call and cross-examine witnesses under oath. The appropriate Vice President shall request the Personnel Director or his designee to schedule a hearing which shall be conducted by the Grievance Committee of the University whose decision shall be final, subject to appeal to the President of the University. Such appeal shall be filed within 30 days after the announcement of the decision of the Grievance Committee.

6. Appeal Procedure. A complainant who is not satisfied with the decision of the Grievance Committee has the right to appeal to the President of Clemson University if he does so within 30 days after receiving notification of the action of the Grievance Committee. A complainant wishing to appeal shall do so in writing and shall set forth the basis for his appeal, including any facts known to him which may have bearing upon the case. This written appeal should be transmitted in triplicate to his immediate supervisor, who shall retain one copy

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and forward two copies to the appropriate Vice President, who shall then forward one copy to the President, within 5 working days. The President shall base his decision on the written appeal and on the record of the hearing before the Grievance Committee. His decision on the appeal shall be made within 30 days after receiving the appeal.

7. Grievance Committee. The Committee will be appointed and activated by the President of the University on the occasion of each specific complaint. The Committee shall consist of 5 members, at least 2 of whom shall be peers of the complainant. The President shall designate the Chairman. Care will be exercised to assure that Committee members have no personal bias in the complaint at hand.

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Proposed for Inclusion as Informational  
Item in Faculty Manual

Housing

Clemson University provides approximately 100 Faculty and Staff apartments and also a number of three bedroom homes conveniently located on campus within easy walking distance of all local activities. Applications for rental of these apartments or houses should be submitted to the Housing Office of Clemson University. Priority of applicants is on a first come, first served basis. To be eligible for assignment one must be an official member of the University Faculty or Staff.

Members who retire are permitted to remain in their units for a period of two years after retirement. There is no time limit for active members.



Proposed for Inclusion as Informational Item

FACULTY COMPENSATION POLICIES  
FOR STATE COLLEGES AND UNIVERSITIES  
(Policy now in use and approved by State Budget and Control Board)

I. DEFINITIONS

The following definitions apply to terms used herein:

(1) Base Period means either (a) a semester, (b) the academic year which covers both of the two regular semesters, or (c) the full twelve-months' year.

(2) Base Pay means the compensation allowed for full-time employment during a base period.

(3) Extra Duties means certain work performed during a base period in addition to work covered by the base pay. The following are examples of extra duties:

- (a) Teaching extension, correspondence, or field courses.
- (b) Participating in adult education courses, or up-dating seminars.
- (c) Engaging in short-duration public service problems.

II. BASE PAY

Base pay shall be allowed in accord with compensation rates approved by the Budget and Control Board for the several categories of employment.



III. COMPENSATION FOR EXTRA DUTIES

Compensation for performance of extra duties may not exceed 15% of the employee's base pay for the period during which the extra duties are performed.

IV. COMPENSATION FOR SIX-WEEKS SUMMER SCHOOL

Compensation for a full-time work load for a six-weeks summer session shall not exceed 15% of the employee's base pay for the immediately preceding academic year.

V. COMPENSATION FOR THE SUMMER PERIOD

Compensation for teaching and/or sponsored research performed during the summer months (between academic years), and not related to a regular six-week summer session, shall be allowed as follows:

(1) For an employee whose base period is a semester or academic year, compensation shall be at the same rate as for his base period.

(2) For an employee whose base period is the full twelve-month year, compensation shall not exceed 15% of his base pay for the time such teaching and/or sponsored research is performed. This additional compensation will be allowed only in those instances where it is clear that the particular teaching and/or sponsored research is over and above the duties covered by base pay.

VI. SPONSORED RESEARCH

Sponsored research engaged in during an employee's base period will be considered as compensated for in his base pay. Additional or extra compensation for such work will not be allowed except under the most unusual circumstances and only with specific approval of the Budget and Control Board.



VII. EXCEPTIONS

Any proposed compensation not in accord with the policies outlined herein will be submitted to the Budget and Control Board for approval before a commitment is made with the particular employee concerned.

VIII. APPLICATION OF POLICIES

College authorities are authorized to employ personnel under the terms of these policies without obtaining the Board's approval of each individual case. For record purposes, however, authorities will continue to notify the Board of all employment, resignations, compensation changes, or other personnel actions.



RESOLUTION

Prepared by Ad Hoc Committee B\*

Whereas the faculty of Clemson University has an interest in improving the operation of the University and keeping the organization commensurate with the needs, the Faculty Senate resolves that the following organizational changes be submitted to the Board of Trustees for approval.

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\*Remaining to be discussed are the Development Council, Master Plan for the University, and the AFSC.

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CLEMSON UNIVERSITY COUNCILS

Educational Council. This Council consists of the President, the executive officers of the University, the Dean of Admissions and Registration, the Dean of Undergraduate Studies, the Dean of Graduate Studies and University Research, the Dean of University Extension, the deans of the academic colleges and schools, the President of the Faculty Senate, and the Director of the Library. The Council recommends academic and research policy to the President.

Administrative Council. This Council consists of the President, the executive officers of the University, the heads of all divisions of the Comptroller's Office, and the President of the Faculty Senate. The Council recommends business and non-academic personnel policy to the President.

Athletic Council. This Council consists of the Dean of Admissions and Registration, the President of the Alumni Association,



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the immediate Past-President of the Alumni Association, the President of IPTAY, the immediate Past-President of IPTAY, the President of the Faculty Senate, and six faculty members appointed for terms of three years by the President. The President appoints the chairman and secretary annually. The Council recommends to the President, through the Vice-President for Student Affairs, all policy concerning intercollegiate athletics.

Honors Program Council. This Council consists of a chairman appointed by the Dean of the University, one faculty member from each academic college or school participating in the honors program nominated by the dean of the respective college or school and appointed by the Dean of the University for a term of three years, the Dean of Undergraduate Studies, the Dean of Admissions and Registration, and two students participating in the Honors Program appointed annually by the Dean of the University. The Council recommends policy, including curricula and admission standards, concerning the Honors Program to the Dean of the University.

Undergraduate Council. An undergraduate program comprises a course of study leading to a baccalaureate degree. Since the quality and excellence of undergraduate instruction should be of concern to every institution offering a baccalaureate degree, it is essential that provisions for undergraduate instruction include an adequate administrative organization under the direction of a designated administrative officer, the Dean of



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Undergraduate Studies.

All policies and regulations affecting admissions, undergraduate curricula and requirements leading to undergraduate credits, certification, and degrees shall be approved by the Undergraduate Council.

The Undergraduate Council consists of:

- (1) two faculty members from each undergraduate college or school nominated by the dean of the respective college or school and appointed by the Dean of the University for a term of three years;
- (2) two students to be nominated by Student Senate and appointed by the Dean of University for a period of one year;
- (3) and ex officio members, the Dean of Undergraduate Studies who will serve as chairman of the Undergraduate Council, and the Dean of Admissions and Registration.

Standing committees of the Undergraduate Council may include members not on the Undergraduate Council and shall include at least the following:

Admissions and Continuing Enrollment Committee. The Director of Admissions and Registration serves as chairman. This standing committee advises the Undergraduate Council on admission standards, individual cases where a question of admission exists, and individual cases of continuing enrollment where a question exists.

Improvement of Undergraduate Teaching Committee. This committee



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advises the Undergraduate Council on the improvement of undergraduate teaching.

Extension Council. The extension programs expand the educational resources of the University beyond the Clemson campus to the citizens of the state, thus making these resources available to all. Included in these programs are areas of cooperative teaching with other colleges and schools in the state; institutes, short courses, and special educational programs on the Clemson campus and at other sites within the state; campus centers at Greenville and Sumter; professional development programs, and the Cooperative Extension Service.

The Extension Council advises the Dean of Extension on all policies and regulations pertaining to the extension program.

The Extension Council includes one representative from each academic college or school nominated by the dean of the respective college or school and appointed by the Dean of the University for a term of three years, the Dean of Extension who is the chairman of the Council, the President of the Extension Senate, the President of the Extension Specialists Association, the President of the Extension County Agents Association, and the President of the Extension Home Economists Association.

Graduate Council. Already considered.



## CLEMSON UNIVERSITY COMMITTEES

Honors and Awards Committee. This committee consists of one faculty member from each academic school or college nominated by the dean of the respective school or college and appointed by the Dean of the University for a term of three years; a chairman appointed by the Dean of the University; the Dean of Admissions and Registration; the Director of Student Financial Aid; the Assistant Deans of Students. The committee selects students for special annual awards for academic achievement and arranges for the annual University Honors and Awards Day services conducted in the colleges and schools.

Schedule Committee. This committee consists of appropriate faculty members appointed by the Dean of the University, and the Dean of Admissions and Registration who serves as chairman. The committee develops the master schedule of courses taught each semester.

Faculty Research Committee. This committee consists of one faculty member from each academic college or school, nominated by the dean of the respective college or school and appointed by the Dean of the University for a term of three years, the Vice-President for Business and Finance, and the Assistant Dean of University Research who serves as chairman. The committee controls expenditure of funds granted to it for use by the faculty in carrying out basic research.

Ethics and Religion. This committee consists of the Vice-



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President for Student Affairs, the Vice-President for Academic Affairs, the ministers of local churches, and the Director of YMCA. The committee elects its chairman annually, and makes recommendations to the President concerning matters of the relationship between the student body and campus and community religious organizations.

Library Committee. This committee consists of one faculty member from each academic college or school, nominated by the dean of the respective college or school and appointed by the Dean of the University for a term of three years, the Director of the Library, and one graduate student and one undergraduate student appointed annually by the Dean of the University.

The committee elects its chairman annually. The duties of the committee, as approved by the Board of Trustees, April 7, 1960, shall remain as follows:

The Faculty Library Committee shall advise the Director of the Library on such matters as the apportionment of funds for the purchase of additions to the library collection, the determination of the physical needs of the library, the formation of library policies, and on other matters which the Director of the Library may deem necessary for rendering effective and coordinated service to the University.



Student-Faculty-Administration Council. The Student-Faculty-Administration Council consists of nine voting members and one non-voting ex officio member, the Vice-President of Executive Affairs. The nine voting members are

- a. the Dean of Student Affairs, the Vice-President for Development, and the Dean of Undergraduate Studies;
- b. the President of the Faculty Senate, the Vice-President of the Faculty Senate, and the Chairman of the Admissions and Scholarship Committee of the Faculty Senate;
- c. the President of the Student Body, and two additional members of the student body appointed by the President of the Student Body and confirmed by the Student Senate.

The Council elects its chairman annually from among the three student members, and reports directly to the President of the University. The principal responsibility of the Council is the consideration of areas of common concern and mutual interest to the Student Body, Faculty, and Administration for the betterment of the University community.



## STANDING FACULTY COMMITTEES APPOINTED BY PRESIDENT

The following committees are appointed by the President, as appropriate to the function of the committee, from the faculty and from the student body. Certain permanent members are designated, and each committee contains a member of the Faculty Senate.

Patent Committee. The Vice-President for Business and Finance serves as chairman. This committee advises the President of patent matters. (For additional information see the Policy Section for "Patent Policy".)

Fine Art Series Committee. This committee plans, coordinates, and publicizes the annual program of university concerts, films, lectures, plays, and art exhibits.

Social Affairs Committee. The Vice-President for Student Affairs serves as chairman. Other permanent members of the committee are the Presidents of appropriate Student Organizations, the Assistant Deans of Students. This committee develops programs of student social events.

Safety and Fire Prevention Committee. Permanent members of this committee are the Director of the Physical Plant, the University Safety Coordinator, the Director of the Medical Center, and the Director of Athletics. This committee advises the President through the University Safety Coordinator on safety policies and programs.

Poisonous Chemicals Committee. Permanent members are the University Safety Coordinator and the Director of the Physical Plant. This committee advises the President through the University Safety Coordinator on policies concerning the use and disposal



of poisonous chemicals.

Radioactive Materials Committee. Permanent members are the University Safety Coordinator and the Director of the Physical Plant. This committee advises the President through the University Safety Coordinator on policies concerning the use and disposal of radioactive chemicals.

Traffic and Parking Committee. Permanent members are the Director of the Physical Plant and the Chief of Security. This committee advises the President on matters concerning traffic and parking.

Archives Committee. A permanent member is the Director of the Library. This committee maintains the University archives.



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**CLEMSON UNIVERSITY**  
CLEMSON, SOUTH CAROLINA 29631

DEAN OF THE UNIVERSITY

April 22, 1971

Memorandum to: Clemson University Faculty Members

From: Victor Hurst, Dean of the University UH

Subject: Proposed Amendment to the Constitution and By-Laws  
of the Faculty and Faculty Senate

In accordance with the Constitution and By-Laws of the Faculty and Faculty Senate, the Faculty Senate recommends that the following amendments be made to the By-Laws. These amendments will be voted on at the May 6, 1971 General Faculty Meeting.

Amendment I. This amendment is recommended by unanimous voice vote of the Faculty Senate on March 9, 1971. (To be added to the By-Laws immediately after the first sentence of Article II, Section 1)  
"For purposes of allocation of Senate seats and all other provisions of this Article, the professional librarians will be considered as faculty representing a school."

Amendment II. This amendment is recommended by unanimous voice vote of the Faculty Senate on April 13, 1971. (To be added to the By-Laws in Article II, Section 1 by insertion between paragraph six (6) and paragraph seven (7).)  
"Colleges or schools with only one regular Senate member shall elect an alternate on a yearly basis. The alternate shall have the status of a full member at any Senate meeting attended in the stead of the regular member."

If Amendment I is approved, it will provide the professional librarians a representative on the Faculty Senate. If Amendment II is approved, colleges or schools with only one Faculty Senator will be authorized to have an alternate to attend Senate meetings whenever the regular Senator cannot attend, thus allowing such colleges or schools to be represented at more meetings.

VH/lm



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FACULTY SENATE ROSTER 1971 - 72

(as of April 13, 1971)

Name	Academic Unit	Campus Address	Phone	Term Ends
<b>AGRICULTURAL AND BIOLOGICAL SCIENCES (9)</b>				
H. Bond	Biology	241 Long	3452	1972
uth L. Hays	Biology	322 Long	3202	1972
W. Hubbard	Ag. Econ.	B-06 Long	3129	1972
D. Camper	Plt. Path. & Phys.	200 Long	3451	1973
B. Rogers	Ag. Engr.	128 Ag. Engr.	3251	1973
J. Skelton	Horticulture	169 P & AS	3406	1973
R. Hill	Animal Science	214 P & AS	3427	1974
E. Johnston	Exper. Statistics	F148 P & AS	3028	1974
E. Rieck	Agron & Soils	204 P & AS	3105	1974
<b>ARCHITECTURE (1)</b>				
S. Hodges	Architecture	115 Lee	3081	1973
<b>EDUCATION (3)</b>				
W. Gray	Elem. & Sec. Educ.	114 Godfrey	3484	1972
Alex Hash	Agri. Educ.	137 P & AS	3300	1973
E. West	Ind. Educ.	200B Freeman	3447	1974
<b>ENGINEERING (6)</b>				
E. Gilliland	EE	103 Riggs	3378	1972
C. Mullins	Chem. Engr.	29 Earle	3055	1972
E. Castro	EM	314 Lowry	3371	1973
R. Abernathy	ESE	501-4 Rhodes	3276	1974
R. Bauld	EM	214 Lowry	3371	1974
F. Beckwith	Chem. Engr.	205 Earle	3055	1974
<b>FOREST &amp; RECREATION RESOURCES (1)</b>				
oloman Lehotsky*	Forestry	152 P & AS	3303	1973
<b>INDUSTRIAL MANAGEMENT &amp; TEXTILE SCIENCE (3)</b>				
F. Zant	IM	110C Sirrine	3496	1972
A. Vaughn	Textiles	308 Sirrine	3498	1973
D. Shannon	Economics	209A Sirrine	3497	1974
<b>LIBERAL ARTS (6)</b>				
Ann McNatt	Languages	504 Strode	3287	1972
P. Willey	English	106 Strode	3291	1972
orinne H. Sawyer	English	416 Strode	3492	1972
F. Cook	Music	614 Strode	3094	1973
C. Caffrey	Soc. Sci.	B-15 Hardin	3153	1973
F. Steirer, Jr	Soc. Sci.	220 Hardin	3153	1974
<b>NURSING (1)</b>				
ose A. Godbout	Nursing	713 Strode	3076	1973
<b>PHYSICAL &amp; MATHEMATICAL SCIENCES (5)</b>				
J. Keller	Physics	102-A Kinard	2475	1972
R. LaTorre	Mathematics	0-15 Martin	3434	1972
C. Fanning, Jr	Chemistry	130 Brackett	3220	1973
D. Fulton	Mathematics	0-17 Martin	3434	1974
D. Sherrill	Physics	103 Kinard	3417	1974

B. M. Cool will replace Professor Lehotsky, Effective July 1, 1971.



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ANNUAL REPORT OF THE FACULTY SENATE PRESIDENT

TO THE GENERAL FACULTY

May 6, 1971

At this time each year the retiring Faculty Senate President is required to present an annual report of the activities and actions of the Faculty Senate. The report for 1970-71 will be in several parts: General Actions; Activities and Actions Related to Admissions and Scholarship; Policy; Research; and Welfare; and Ad Hoc Committee Activities. Most of the report will consist of actions and the status of these actions. Lengthy actions will be presented in summary form.

General Actions.

1. Resolved:

It is recommended by the Faculty Senate that the present status of the Curriculum Committee, Graduate Council, and other such committees be retained until a thorough study can be made of these committees by the Faculty Senate. This study will be made to determine the purposes, roles, functions and general structure of the committees and to make recommendations concerning their future. The Faculty Senate requests the participation of the Administration in this study.

Status: This action resulted in the formation of an ad hoc committee of the Senate in which the Administration did participate. The findings of this ad hoc committee will be discussed later in this report.

2. Resolved:

The Faculty Senate endorses and supports the "Policy Concerning Conduct of Students and Employees of Clemson University" as approved by the Board of Trustees of Clemson University, May 28, 1965. It is further resolved that the above stated policy should be disseminated to all students, faculty, and employees.



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Status: The Administration responded to this action in a positive manner. In particular, these policies were distributed to all incoming freshmen students and these policies were published in the September 1, 1970 Clemson Newsletter.

3. Resolved:

The Faculty Senate requests the Administration to reconsider the allocation of the entire \$6-million provided for construction of a University Union Building.

Status: The Administration has reviewed all aspects of the University Union project during the past year. This has brought about a new concept of the Union Building.

The final outcome is still not known, since no contracts have been let.

4. Resolved:

The Faculty Senate resolves that the minutes of the Graduate Council should be published in the Newsletter.

Status: The minutes of the Graduate Council now appear in the Newsletter.

5. Resolved:

The Faculty Senate supports the President of Clemson University in his decision that the Atlantic Coast Conference should eliminate the requirement that a prospective student-athlete must score a minimum of 800 on the SAT as a prerequisite for eligibility to receive a grant-in-aid and/or participate in inter-collegiate athletics.

Status: This action required no response from the Administration, but the Administration was appreciative of this support.

6. Resolved:

The President of the Faculty Senate is empowered and directed to express the appreciation of the Senate to the Clemson Alumni Association for the Alumni Professorships, a stimulus to improve teaching at Clemson University.



Status: This directive was complied with. The action required no response from the Administration.

7. Resolved:

The University Library Committee, as the faculty's representative, should be consulted whenever the allocation of library space is being considered.

Status: This action required no response from the Administration.

8. Resolved:

The Faculty Senate recommends to the General Faculty two amendments to the Constitution and By-Laws of the Faculty and Faculty Senate.

Amendment I. (To be added to the By-Laws immediately after the first sentence of Article II, Section 1.)  
"For purposes of allocation of Senate seats and all other provisions of this Article, the professional librarians will be considered as faculty representing a school."

Amendment II. (To be added to the By-Laws in Article II, Section 1 by insertion between paragraph six (6) and paragraph seven (7).  
"Colleges or schools with only one regular Senate member shall elect an alternate on a yearly basis. The alternate shall have the status of a full member at any Senate meeting attended in the stead of the regular member."

Status: These amendments do not require Administrative approval. (They will be voted on later at this meeting.)

9. Resolved:

In view of the short publishing life of many books and periodicals and the necessity of having current material for adequate teaching and research, the Faculty Senate expresses its deep concern over the complete freeze on funds for new book and periodical purchases for the Library as part of the University's general cut in the acquisition of new equipment. The Senate, therefore, recommends that the Administration authorize the release of part of these funds for urgently needed materials on a priority scale to be determined by the Director of the Library.



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Status: The Administration is presently making every effort to provide sufficient funding of the Library under the constraint of the 6% budget cut imposed by the State Budget and Control Board.

Activities and Actions Related to Admissions and Scholarship.

1. Follow-up Activity:

In 1969-70 the Faculty Senate recommended deletion of the student policy which allows re-examination for students who fail to meet graduation requirements by six or fewer grade points. At the request of the Administration, the Admissions and Scholarship Committee polled the Faculty to determine if this was the consensus of the entire Faculty. It was.

Status: The Administration has decided not to delete this academic policy at this time.

2. Resolved:

The Faculty Senate declares the current system of the "Forgivable F" for first semester freshmen totally unacceptable and requests the Administration to implement the Faculty Senate's original resolution beginning with the class which enters in the summer of 1971.

Status: The Administration has decided not to alter the present academic policy at this time.

3. Summary of a resolution:

The Faculty Senate recommended deletion of the scholastic regulation on pages 120-121 of the Clemson University Announcements regarding re-examination for degree candidates who fail a course in their last semester.

Status: The Administration has agreed to delete this scholastic regulation.

4. Resolved:

Be it resolved that the Faculty Senate, which has no intent of limiting the prerogatives of any faculty member or department, encourages all faculty members and/or departments not to schedule examination or quizzes at other than normally scheduled class times.



Status: The Administration agrees with the intent and purpose of this resolution and encourages adherence.

5. Resolved:

The Faculty Senate requests the Office of Admissions and Registration to publish final examination schedules as early as is feasible.

Status: Final examination schedules were published as early as feasible this semester and much earlier than last semester.

6. Resolved:

The period in which a student may drop a course without record of the grade shall be reduced from four (4) to two (2) weeks: and the period in which a student may drop a course with a grade of Withdrew Passing shall be no more than one week after mid-term grades are due in the Registrar's Office.

Status: There is no Administrative response available at this time.

Activities and Actions Related to Policy.

1. Resolved:

The awarding of honorary degrees should be limited to occasions of special significance to the University when awarding would clearly express the ideals of the University or recognize exceptional attainment.

Status: At the February 3, 1971 meeting of the Board of Trustees, a revised policy for honorary degrees was adopted. This new policy, which reflects this recommendation, appeared in the February 15, 1971 issue of the Newsletter.

2. Activity and Resolution:

At the request of a university self-study committee, the Faculty Senate Policy Committee drafted a working statement of University purpose from the Faculty viewpoint. After amendment, this six paragraph document was adopted. It appeared in the Minutes of the Senate of October 13, 1971.



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Status: The appropriate self-study committee has used it in its deliberations.

Activities and Actions Related to Research.

1. Resolved:

The Faculty Senate recommends that information and data be assembled to determine the needs of various research interests. It is further recommended that future building and development plans incorporate items, services, equipment and facilities which are essential to research progress.

Status: The Administration requested further specific information. In response, the Research Committee surveyed the Research Faculty and, in particular, solicited opinions on the need for a centralized physical research facility. The results of this survey appeared in the December 15, 1970 Newsletter.

2. Resolved:

The Faculty Senate recommends that due notice be taken of publication charges and their growing importance in research budgets, and that appropriate budgetary plans be made for them by the University Administration.

Status: The Administration pledged its continued support of research, as well as other University activities, with a special note of the rising cost of research publications.

3. Resolved:

The Faculty Senate recommends careful consideration be made before the Clemson bottom land or any other area is removed from academic or research use. In order to implement this recommendation it is requested that faculty representatives of the departments affected participate in any decision pertaining to contemplated changes in use of University land and facilities.

Status: The Administration assured the Senate that the allocation of the Clemson "bottom lands" was part of the



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overall master plan for development of the University. Furthermore, whenever land or other facilities concerned with academic matters are to be reallocated, the faculty would be consulted through the normal channels.

Activities and Actions Related to Welfare.

1. Resolved:

The Faculty Senate recommends that the University Retirement Policy of October 18, 1965 be amended to include the same rights and privileges for those employees who may elect to retire before reaching mandatory retirement age as for those who retire at mandatory age.

Status: The Senate was unsuccessful in its attempts to remove the discriminatory aspects of the policy.

2. Resolved:

The Senate recommends that Section 1, Article 2, Paragraph 1 of the 1970-71 Student Regulations not be deleted and that the student bill requesting deletion (B-71-01) be returned to the Student Senate for consideration of a possible revision of the above mentioned "dress code".

Status: At present, the above mentioned student regulation still exists.

3. Summary of a Resolution:

The Faculty Senate has recommended the establishment of a Faculty-Student Relations Committee, consisting of students, faculty, and administrators, which would hear selected grievances by students against faculty members or other University employees. This committee is being recommended for a trial period of two years.

Status: The Administration-Faculty-Student Council has agreed with the recommendation in principle. The proposal is still under study by the Administration.

4. Resolved:

That the Faculty Senate support the proposed amendment to section 61-114.1 of the S. C. Retirement Law by deleting the words "thirty-five years of creditable service, or after the attainment age sixty with...".



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That the Administration render its support by contacting appropriate persons in the S. C. State Legislature and presenting to them reasons for the amendment.

Status: This resolution was in support of Administrative attempts to improve certain aspects of the retirement policy. It is still under study.

#### Ad Hoc Committee Activities.

##### Ad Hoc Committee on the Student Union

This committee studied the union building with respect to the plans that existed at that time. The main objective was to determine what faculty facilities, if any, were desired by the faculty in that building. The committee solicited suggestions from the faculty via a letter sent to each faculty member. Approximately seventeen percent of the faculty members replied in writing.

There appeared to be little interest in having faculty facilities in the union building, but the information obtained through the survey was turned over to the Administration. The committee was then dissolved.

##### Ad Hoc Committee A on the Revision of the Faculty Manual

This committee met numerous times to recommend much needed revisions of the faculty manual. The Administration was invited and did participate in the deliberations of the committee. The recommendations of the committee were presented to the Faculty Senate at two special meetings of the Senate. With minor changes these recommendations, which consist of thirty-eight pages, were overwhelmingly approved by the Senate. The Administration has formed a special committee of administrators to study these recommendations. A member of the faculty is serving on this committee in an ex officio capacity. Ad Hoc Committee A was dissolved.

##### Ad Hoc Committee B on the Standing Committees of the University

This committee was created to study the formal organization of the graduate faculty and the standing committees of the university. It was determined that there was no need to formally organize the graduate faculty. With respect to the standing councils and committees of the university, each such body was thoroughly studied. One of the major recommendations is the creation of policy making councils for



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the Dean of Undergraduate Studies and the Dean of Extension to parallel the structure of the Graduate Council. These recommendations, which total approximately ten pages, are being studied by the committee of administrators reviewing the suggested revision of the Faculty Manual. Two additional recommendations also resulted from the activities of this committee: (1) that a development council with faculty representatives be instituted; and (2) that the 1971-1972 Faculty Senate study the need for a master planning committee. Ad Hoc Committee B has now been dissolved.

#### Ad Hoc Committee C on Graduation Exercises

The Senate created this committee to study and make recommendations concerning the graduation exercises. The committee studied many recent attempts to reform the graduation exercises. There were no formally recommended changes from this committee, primarily because the entire graduation exercise will have to be reexamined in a few years when the number of graduates prohibit the present format. However, the Senate did recommend publication of the present policies on graduation. These appeared in the Clemson Newsletter. This ad hoc committee was also dissolved.

In closing, I, in behalf of the Faculty, would like to express appreciation to the Administration for the open door policy that I found in representing the Faculty. I found that we were always able to honestly discuss our problems of mutual interest.

We are all aware of the tremendous, but not insurmountable, problems facing higher education in this nation. The survival of many colleges and universities will be determined by the quality of the students that they produce.

On numerous occasions, the Faculty has been assured by President Edwards that Clemson University is not in the student numbers game. With this strong Administrative support, the



Faculty of Clemson University has an opportunity and an obligation to develop and maintain quality academic programs. It is the responsibility and duty of the Faculty to determine and maintain these academic standards.

*B. J. Prochaska*

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B. J. Prochaska, Ph.D.  
President, 1970-71  
Faculty Senate



